

# State

The Newsletter

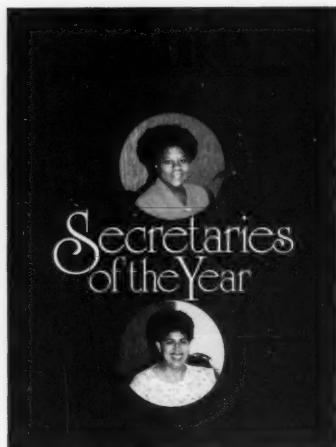
United States Department of State

Aug /Sept 1992



## Secretaries of the Year





THE COVER—*Mary Lou Lark* (top) for the Civil Service, *Guadalupe Yameogo* for the Foreign Service. Story is on Page 2. (*State Department photos by Ann Thomas*)

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D.C. 20520, to acquaint its officers and employees, at home and abroad, with developments that may affect operations or personnel. The magazine also extends limited coverage to overseas operations of the U.S. and Foreign Commercial Service of the Commerce Department and the Foreign Agricultural Service and the Animal and Plant Health Inspection Service of the Agriculture Department.

There are 11 monthly issues (none in August). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Black-and-white, glossy-print photos reproduce best, but some color photos are acceptable. Each photo needs a caption, double-spaced, identifying all persons left to right.

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Assistant editor Barbara Quirk  
Staff Assistant Kim Banks □



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## Letters to the Editor

### 'Silliness running rampant'

TOKYO, JAPAN

DEAR EDITOR:

On June 29 the office of career development and assignments sent a form letter to all administrative officers regarding the 1993 open assignments cycle.

Assigned action, I reviewed the letter and find it instructs that certain safeguards be observed with regard to the handling of the (unclassified) vacancy cables; it instructs that access be restricted to American personnel, and stridently states that no foreign nationals should have access to the information.

Here, at Tokyo, and at dozens of

other posts, loyal and capable national employees receive, reproduce and distribute unclassified telegrams. Telling a personnel officer (in this case via the administrative office) to control the handling and dissemination of such telegrams (after the proverbial cat is out of the bag) is hardly worthy of ridicule.

This is representative of silliness running rampant, and any official that affixes his signature to such a ridiculous document should be ashamed of himself.

Sincerely,

JAMES E. HORN

Personnel officer

—(Continued on Page 73)

## Honors and Awards

### Mary Lou Lark, Guadalupe Yameogo: 'Secretaries of the Year'

Lark was in economics bureau; Yameogo is at Embassy Freetown

**M**ARY LOU LARK, a secretary in the Bureau of Economic and Business Affairs until her reassignment to the Office of the Deputy Secretary last month, has been named the "Civil Service Secretary of the Year." Guadalupe Yameogo of Embassy Freetown in Sierra Leone is the "Foreign Service Secretary of the Year." Each gets \$5,000 and a certificate signed by Secretary Baker.

Sandra Heslep of the U.S. delegation to the strategic arms reduction talks is the runner-up for the Civil Service honor. Alice F. Boynton of Embassy Riyadh in Saudi Arabia and Margarete A. Mayer of Consulate Hermosillo in Mexico are the Foreign Service runners-up.

Ms. Lark was selected over 10 other candidates, in addition to Ms. Heslep. The others were April Bint Abdulmalik, Bureau of Economic and Business Affairs; Catherine DeLeo, Office of Medical Services; Lenora M. Goldring, Office of Non-proliferation Policy and Nuclear Energy Affairs; Kimberly A. Jackson, Operations/Crisis Management Support Staff, Office of the Secretary; Bonnie K. McVey, Bureau of International Organization Affairs; Bermadine Phillips, Office of the Coordinator for Refugee Affairs; Tammy Riley, Washington, D.C., Passport Agency; Kathleen Tilbury and Patricia Weaver, Bureau of Near Eastern and South Asian Affairs; and Billie A. Wilds, Office of Medical Services.

Ms. Yameogo won over 23 other Foreign Service nominees: They were, in addition, to Ms. Boynton and Ms. Mayer: Marian Adle, Manama; Lois Bozilov, Ankara; James Bryant, Port-of-Spain; Judy Ann Byrd, Karachi; Donna Dejban, Paris; Victoria DeLong, Port Moresby; Carol Gullion, Moscow; Patricia Keegan, New Delhi; Elizabeth Krause and Cynthia Larre, Bonn; Marguerita Loomer, London; Diane McBride, Dublin; Donna Mmoh, National Security Council; Diana Nelson, Tegucigalpa; Mary O'Neill, Kuwait; Patricia Rhodes, Canberra; Janice Smyth, Bureau of Diplomatic Security; Barbara Stevenson, Dakar; Terri Tedford, Addis Ababa; Debbie Vaughn, Panama City; and Gilder Washington, Bridgetown.

#### Lark: 'she is a leader'

Ms. Lark was nominated for the Civil Service honor by Eugene J. McAllister, assistant secretary for economic and busi-



The Foreign Service "champion," left, and her Civil Service counterpart.

(State Department photo by Ann Thomas)

ness affairs. He said: "Ms. Lark currently works in the front office as my secretary but has over 18 years' experience in Economic and Business Affairs. I rely on her a great deal, but the bureau relies upon her equally. Her extensive experience gives her a unique understanding of how the bureau operates. She not only manages the front office, but is always aware of upcoming deadlines other offices are under.

"She is a leader, always stepping in to train newcomers. In the past year, she has done this with two secretaries and two staff assistants. Ask her about any issue, and she can tell you the office and the action officer. She knows the 'economic language' they speak, and makes sure new staff understand it as well. When she realized many of the bureau's secretaries were not taking advantage of training programs, she began a personal campaign to encourage them to enroll in courses. She enlisted my help to make sure their supervisors were encouraging them as well."

The assistant secretary called Ms. Lark a "full-fledged expert in correspondence production, often under short deadlines." He said: "She is outstanding under pressure. She demonstrates this on a daily basis, but her assistance with the Secretary's weekly 'Quad Breakfast' memos is the best

example. The preparation for this can be trying, and involves a number of offices. Ms. Lark handles it beautifully, never wavering. She has a complete understanding of how the seventh floor works, and knows all the particulars for success, from memo formats to protocol."

Praising Ms. Lark's efforts during the war in the Persian Gulf, Mr. McAllister said: "One exercise required a number of offices and secretaries working well into the night and over the weekend. Under tremendous pressure against a deadline, and with groups of over-the-shoulder onlookers, Ms. Lark led a team of secretaries. She handled the overall project, delegating chapters, proofreading and making sure officers had cleared or edited their parts. She also played a major role in the success of the U.S.-Gulf Cooperation Council dialogue I hosted. At the last minute, she discovered that the action office had let the administrative details of the conference fall through the cracks. She immediately took charge—making arrangements for everything from seating charts to briefing books to luncheon menus. She never goes home until the job is done."

"Ms. Lark is intensely interested in the success of the bureau, but she never puts paper before people. Her unflappable



Ms. Heslep



Ms. Boynton



Ms. Mayer

character and sense of humor set the tone for the office. In an office where the pressure is nearly constant and the workload continues to increase, this is extremely important. This even goes beyond the Department: I am amazed at the number of callers who remark on 'the wonderful woman who answers the phone.'"

**Yameogo: 'Whatever the hour ...'**

Ms. Yameogo was nominated for the Foreign Service honor by Ambassador Johnny Young for her performance in the war-torn West African nation. Mr. Young said: "There have been only a few months of Ms. Yameogo's tour not marked by crisis. It began with the Liberian war, which resulted in the evacuation of hundreds of Americans and other nationals and continues today with the rebel excursion into Sierra Leone from Liberia. This occurred at a small, understaffed post in a country where little, if anything, works. During this period, "Lupe" was on call at all hours of the night. There were times when this continued relentlessly for months. Whatever the hour, she responded to the call and did so with a smile and a willingness to stay until the end. In many cases, she had to make repeated trips to the embassy on the same evening."

Praising Ms. Yameogo's secretarial skills, the ambassador said: "Her typing results in products suitable for framing, and her shorthand is as fast as most humans can speak. This has made it possible for her to achieve an enormous amount of work at a post where on more than one occasion she has been the only secretary. Her record-keeping and retrieval skills are also unsurpassed, and have allowed her to almost instantly recover documents during fast-moving situations." She was praised, too,

for recycling office materials at the hardship post. "She has done this quietly and at her own initiative," the ambassador said, adding: "My best guess is that she has saved hundreds of dollars for this post and probably thousands for the Government over her career."

Ms. Yameogo was singled out for her language skills as well. "She can handle four languages—Italian, French, German and Spanish, and this has proved enormously useful," Mr. Young said. "During the height of the evacuation of 1,500 foreigners from Liberia through Freetown, there were times when she had to put all of her languages to use with non-English-speaking evacuees. There is no other person in the mission with so many languages under the belt. When Spanish speakers listen to her flawless command of the language, they seem to light up and leave with a glow of gratitude."

Ms. Yameogo was lauded, too, for bolstering morale and aiding victims of war. Mr. Young said: "She has used her consistently upbeat outlook to try to improve the well-being of others. Her concern is exercised in a subtle and gentle manner. When holidays come, she makes sure that everyone in the mission is covered. When there is illness, she visits and encourages others to do the same. When refugees came by the thousands, she provided, in her small way, food and clothes. Through her kindness she has touched many lives, and this cross-cultural achievement is noteworthy in its own right."

**Heslep: 'tactful yet firm'**

Ms. Heslep was cited by Ambassador Linton F. Brooks for her service to the arms delegation during the last two years of negotiations. Mr. Brooks said: "Ms. Heslep

was responsible for scheduling meetings, obtaining conference rooms and equipment, arranging interpreters and transportation, assigning notetaking for each meeting, daily updating of logs and distribution of working papers to the delegation. She coordinated all these activities entirely without supervision."

As the pace of the meetings accelerated, Ms. Heslep's duties increased, the ambassador reported. "She not only made the necessary changes in each day's 'moving target' schedule but also never failed to get the word out on time to those affected," he said. "She was particularly effective in scheduling notetaking responsibilities. She developed a tracking system by which the more than 70 meetings a week were fairly allocated to advisers on the delegation. Because notetaking was arguably the least desirable task, advisers often questioned the rotation schedule. Her tactful yet firm direction maintained unflinching control over this schedule."

"As the negotiations reached their crucial stage the number of U.S. advisers more than doubled, and Ms. Heslep tackled the task of ensuring that the hundreds of papers that passed through her for distribution each week were properly prepared, including those by new advisers who were not familiar with procedures."

Ms. Heslep was charged, too, with updating the draft text of the treaty. "This required distribution of changes to the delegation and updating a computer base," Mr. Brooks said. "She developed forms by which this process was controlled and executed complex procedures to ensure quality control. Without her unflinching determination, the treaty frankly could not have been finalized in time for the summit. Although the treaty was undoubtedly a cooperative effort, the contribution of some stands far above that of others. Sandra Heslep made one of the truly significant contributions to this vital achievement."

**Boynton: 'curtailed home leave'**

Ms. Boynton was nominated by Ambassador Chas. W. Freeman Jr. for her service at the post in Riyadh during the crisis in the Persian Gulf. He said: "Alice volunteered to curtail a long-delayed home leave to return to Riyadh in August 1990, when there was concern among knowledgeable Americans that Iraq would extend its rampage beyond Kuwait. If she regretted

this decision, she never let it show. Typically, when Jim Baker visited us on the eve of battle for lengthy meetings with Foreign Minister Sa'ud al-Faysal and King Fahd, it was Alice who joined me in the office at 2 a.m. on January 12 for an all-night session of dictation. I was able to give the Secretary memorandums of conversation for the President at 8 a.m., before he left for Abu Dhabi."

The ambassador credited Ms. Boynton with maintaining a high level of professionalism at the post, despite a tense atmosphere. He said: "When an embassy is under severe strain, as Riyadh was, the first thing to give way is standards of correspondence and routine work. This was not the case, due in large measure to Alice Boynton. If her insistence on timeliness, the highest standards of writing, document preparation and spelling did not gain her the affection of the embassy's secretaries, it gained her their respect, and that of the officers with whom they work."

Ms. Boynton was lauded for her role as "scheduler" as well. The ambassador said: "Alice proved adept at explaining to those with whom I had appointments why I could not keep them, and equally adept at getting me to see the people I had to, despite their own constantly changing schedules. During the war we had about 1,600 "newsweenies" here; Alice kept these potentially dangerous predators under control. In the year and a half since my wife and I moved into the new ambassador's residence, we have entertained around 18,000 guests, juggling a ridiculously complicated social schedule. In this task, too, Alice has proved herself the mistress of the

"impossible" situation."

Ms. Boynton was also praised for her finesse in handling Saudi nationals. "Years of service here have given her just the right touch with Saudi male counterparts, with whom, by local custom, she can communicate only by telephone and never meet face to face," Mr. Freeman said. "Ministers' offices know her voice, admire her professionalism and respect her reliability. Her performance in this peculiarly challenging, male-dominated environment has been remarkable in its effectiveness."

**Mayer: 'crisis capability'**

Ms. Mayer was nominated by Robert M. Witajewski, principal officer in Hermosillo, for assuming a variety of roles there. He said: "Ms. Mayer was a key member of the consulate's crisis response team in January 1990 that coordinated search-and-rescue operations and fielded press and family inquiries during the sinking of the Santa Barbara, the worst sea tragedy experienced in the Gulf of California in this century. As a result of her efforts over several days and nights, Coast Guard Admiral J. W. Kime wrote that the consulate's performance 'struck me as nothing short of exemplary ... Thank you for a job well done.'

"In June 1991, Ms. Mayer's crisis response capability was again tested, when the principal officer and deputy suffered near-fatal injuries in a car accident. When first advised of the accident, Ms. Mayer coolly located the hospital where the principal officer, deputy, driver and bodyguard had been transported, then quickly advised the duty officer. Subsequently, she was

called upon to field inquiries from government officials, the public and the media. During the principal officer's recuperation, she was responsible for collecting, organizing and sending pouches of material to brief him on consulate operations."

Ms. Mayer was cited for consular tasks, in addition to clerical responsibilities at the post. "Hermosillo was the first medium-size post in the world to receive the new machine-readable visa," Mr. Witajewski said. "The practically problem-free operation of the system from Day 1 was due in large part to Ms. Mayer. As the post's systems manager and supervisor of the Foreign Service national computer operator, she oversaw the installation of the new equipment. The process required long hours, attention to detail, skill in coordinating contractors and unlimited patience."

Ms. Mayer was praised for her role as backup communicator as well. "A year ago, the post's old-fashioned communications equipment was replaced by a tempest personal computer," Mr. Witajewski said. "Ms. Mayer quickly learned to operate the new equipment. She can run the communication center during short absences of the communicator."

She was lauded, too, for serving as the consulate's equal employment opportunity counselor, Combined Federal Campaign keyworker, and for volunteering as an on-call duty officer on nights and weekends. "Working at a constituent post makes special demands on skills and flexibility," the nomination said, adding: "Ms. Mayer (has demonstrated) an acceptance of multiple responsibilities and a proven capability in responding to the unanticipated." □

**\$5,000 equal employment award goes to Charles Hughes of the Secretary's Office**



Charles Hughes Jr., with wife Harriett, a secretary in the Bureau of Economic and Business Affairs, and Deputy Secretary Lawrence Eagleburger. (State Department photo by Ann Thomas)

Charles Hughes Jr., deputy executive director in the Office of the Secretary, is the latest winner of the Department's Equal Employment Opportunity Award. He received \$5,000 and a certificate signed by Secretary Baker at a ceremony in the Loy Henderson Conference Room, July 24.

Deputy Secretary Lawrence S. Eagleburger congratulated Mr. Hughes and 10 others for their efforts. Under Secretary for Management John F. W. Rogers also spoke.

**Runners-up, nominees**

Two runners-up were honored—Sarah E. Moten, deputy assistant secretary for international refugee assistance, and Gilda Weech-House, a personnel management analyst in the Bureau of Diplomatic Security. They received certificates of

appreciation from Mr. Eagleburger.

Eight others who were nominated for the award were also cited for their contributions: Arthur W. Fort, assistant secretary for administration; Chic Hecht, ambassador to Bahamas; Bradley Holmes, who heads the Bureau of International Communications and Information Policy; William Itoh, deputy director, Executive Secretariat; Natalie H. Lee, chief of the Bureau of Diplomatic Security's Publishing Services Division; Patricia A. Popovich, executive director, Bureau of Personnel; Eugene Scassa, ambassador to Belize; and Barbara Bowie-Whitman, on behalf of the Department's Equal Employment Opportunity Advisory Council. These individuals received letters of appreciation from Audrey F. Morton, deputy assistant secretary for equal employment opportunity and civil rights.



Ms. Moten



Ms. Weech-House

Ms. Morton chaired an award panel that included Roland K. Kuchel, former chief of the Senior Officer Division, Bureau of Personnel; Sheldon J. Krys, assistant secretary for diplomatic security; Theresa Tull, director of the Office of Regional Affairs, Bureau of East Asian and Pacific Affairs; Leonard H. Robinson, deputy assistant secretary for African affairs; and Elizabeth A. Swift, deputy assistant secretary for consular affairs.

#### Colleagues cite Hughes

Mr. Hughes was nominated by five of his coworkers at State: Ollie Anderson, deputy director, Office of Anglophone West African Affairs; Irvin Hicks, former deputy assistant secretary for African affairs; G. Alfred Kennedy, deputy assistant secretary for public affairs; Raymond Robinson, special assistant, Office of Foreign Buildings; and Aubrey Vincent Verdun, chairman of the Secretary's Open Forum.

Mr. Hughes was praised for aiding interns and others at State. "He mobilized offices to ensure that the interns' programs were educational and nurturing," the nomination said. "All 15 minority interns developed positive impressions of public service. For the past four years, he has also arranged tours of the Department for students in Prince George's County (Md.)."

Mr. Hughes was also commended for counseling employees. The nomination continued: "Each month five or six people drop in on Chuck for tips on changing skill codes, how to fill out 171s or lobby for a position. He has also mediated numerous disputes. He does not bail out when tempers flare, and he has gone to bat for just about every category of minority employee. He tries to help nonminority colleagues and employees as well."

Mr. Hughes was hailed, too, as a "role model." "What makes him special is his commitment to carry extra burdens during his journey up the ladder," the nomination said. "He always takes time to counsel others on 'how to make it,' and speaks up on

behalf of unpopular but just causes like equal treatment for civil servants, minorities and women."

Mr. Hughes received an additional nomination from Lynwood Dent Jr., executive director of the Office of the Secretary. Mr. Dent said: "Mr. Hughes has worked with employee organizations, such as Blacks in Government and the American Foreign Service Association, to improve the exchange of ideas and remove barriers to equal employment opportunity goals. He (engaged in) consultations on behalf of Civil Service employees with the ombudsman, clarifying their needs and aspirations for training and promotional opportunities. He also briefed the Civil Service Commission on needed improvements and initiated meetings with senior management to convey employee concerns."

#### Moten: a 'role model'

Ms. Moten was nominated by Princeton N. Lyman, former director for refugee programs, for her efforts to promote equal employment opportunity in the refugee bureau. He said: "One of Ms. Moten's first initiatives was to review the bureau's affirmative action plan and offer her services in meeting our objectives. When a new refugee coordinator position was established in West Africa, she used her talents to recruit a minority woman to fill this position. Her efforts also resulted in the assignment of a minority officer to the refugee coordinator position in Manila."

Ms. Moten was also praised for assisting secretaries. "She actively involved herself in the establishment of a bureau training officer (who had) the purpose of assisting secretaries in their career development," Mr. Lyman said. "On several occasions, she also advised support staff on how to grow professionally. In the process, she served as a role model and mentor."

Ms. Moten was commended for initiating a new intern program in the bureau. Mr. Lyman said: "She arranged a cooperative education program with Howard University's School of Social Work, which will result this fall in the placement of one of their graduate students in our bureau. Following a year of internship and a master's degree, this intern will be offered a permanent Civil Service position with State."

Ms. Moten was lauded, too, for making speeches at colleges across the United States, including historically black schools, where she explained the Department's mission and engaged in recruitment efforts. Mr. Lyman said: "She has missed no opportunity to drive home the message of the

importance of education and what can be achieved through hard work and the development of a network of contacts."

#### 8 colleagues back Weech-House

Ms. Weech-House was nominated by Janice S. Clements, continuity counselor in the Office of Career Development and Assignments, on behalf of eight employees the nominee aided in the Bureau of Diplomatic Security's Office of Information Services.

One of the eight, Natalie H. Lee, chief of the Publishing Services Division, who was herself a nominee for the award, said: "The division has a minority population of about 90%. Recently, 25 position descriptions were updated to reflect new responsibilities. Ms. Weech-House sat down with the branch chief and plant foreman and reviewed each one, making suggestions, and sanctioned the idea of a career ladder for these positions."

Dan Clemmer, of the group of eight, who is chief of the library's reader services branch, said: "Ms. Weech-House noted that several library employees had stayed in the same grade for more than a year and were eligible for promotion. She asked the supervisors of these employees, three of whom are members of a minority group, to consider promoting them."

Said another member, Frank Dulemba, chief of the directives branch: "I submitted paperwork to her to advertise a job, and while I was on leave she discovered that I had to submit additional paperwork. Rather than holding up the process, she prepared all of the necessary paperwork. She always takes the additional step."

J. Richard Modrak of the group, who is chief of the written indexing and correspondence control branch, said: "This branch has a handicapped employee on its staff, and over the past few years there have been incidents where the employee had difficulties with job performance and stress. Through Gilda's extra efforts, we were able to bring the performance problem to a closure."

Said Rodger White, of the group, who is chief of the microimage branch: "(When) an employee wanted to leave the Government on disability for health and family reasons, Gilda took time from her busy schedule to advise the employee on proper procedures."

Charles W. Davis, also of the eight, who is chief of the telecommunications indexing branch, added: "Ms. Weech-House was instrumental in getting the first upward mobility position on our profes-

## HONORS AND AWARDS

sional staff."

Willie Gee and Betty Bates, group members who are management analysts in the Records Management Division, said: "When the chief's position in the division was vacant, Gilda suggested that all senior members of the staff have an opportunity to serve as chief, with appropriate pay. This allowed each person to generate new ideas and compete equally for a promotion opportunity."

### Other nominees: achievements

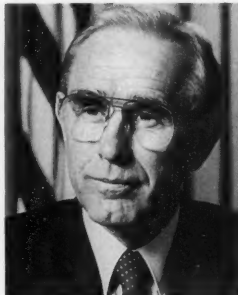
Among the other nominees, Mr. Fort was cited for implementing the Bureau of Administration's first comprehensive affirmative action plan; Mr. Hecht for minority recruitment efforts at the U.S. mission in the Bahamas; Mr. Holmes for strengthening equal employment opportunity programs in his bureau; Mr. Itoh for cross-training and expanding responsibilities of employees in the Office of the Secretary; Ms. Lee for establishing upward mobility positions and boosting morale in the Office of Publishing Services; Ms. Popovich, for increasing career opportunities for staffers in the Bureau of Personnel; Mr. Scassa, for recruitment efforts in Belize; and the Equal Employment Opportunity Advisory Council, an opportunity advocacy group which represents five organizations—the Thursday Luncheon Group, the Foreign Affairs Chapter of Blacks in Government, the Hispanic Alliance, the Federal Asian and Pacific American Council and the Women's Action Organization. □

### Envoy to India wins U.S. trade promotion award

William Clark Jr., ambassador to India, and assistant secretary-designate for East Asian and Pacific affairs, has been named the first winner of the Charles E. Cobb Jr. Award for Initiative and Success in Trade Development. He will receive \$5,000 and a certificate signed by the Secretary. The award has been endowed by Mr. Cobb, a former ambassador to Iceland.

Elizabeth Dibble, commercial attaché in Tunis, and Michael Skol, ambassador to Venezuela, are the runners-up. Four others were nominated: Jeffrey Felton, Budapest; Dennis Harter, Guangzhou; Edward O'Donnell, Vienna; and Michael Shelton, La Paz.

A selection committee was chaired by Eugene J. McAllister, assistant secretary for economic and business affairs. Members were Mr. Cobb; Congressman Dante Fascell; John Macomber, president of the Export-Import Bank; Susan Schwab, director general, U.S. and Foreign Commercial



Mr. Clark

Service; William Verity, former secretary of Commerce; and John Weinmann, chief of protocol.

### Clark: 'making himself an expert'

Mr. Clark was nominated by Kenneth C. Brill, deputy chief of mission in New Delhi, for increasing U.S. sales and promoting American investment in India. "Since his arrival in New Delhi two years ago, he has tirelessly devoted himself to the premise that improved business ties will lead to an improved overall relationship," Mr. Brill said. He credited Mr. Clark with paving the way for a \$650-million sale of Boeing aircraft. "In discussions with (three) prime ministers, he patiently but forcefully pushed Boeing's case," Mr. Brill said. "Although the Indian government missed nine sales deadlines imposed by Boeing, driving the company's representatives to distraction, Ambassador Clark convinced the company and Air India to keep talking."

The ambassador was also cited for his intervention on behalf of American firms that supply engines for the aircraft. "By making himself an expert in esoteric technicalities such as fuel burn and parts obsolescence, he was able to effectively support bids by General Electric and Pratt & Whitney," Mr. Brill said. "Despite intense behind-the-scenes support from the British government (for Rolls Royce), Pratt & Whitney edged out General Electric for the \$60-million contract, with an additional \$100 million in options."

Mr. Clark was commended for other developments which aided U.S. business interests. The deputy chief of mission credited him with obtaining clearances for \$6 million in payments owed to Microsoft and Rohm and Haas, and for eliciting favorable loan terms for a \$90-million air traffic control upgrade by Raytheon in New Delhi and Bombay.



Ms. Dibble

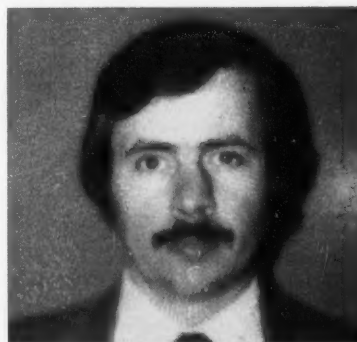


Mr. Skol

On Mr. Clark's efforts to further U.S. investment, Mr. Brill said: "A call to his office is a mandatory first stop for American investors. When they or their Indian partners run into the inevitable red tape, he knows how to get things back on track. When Guardian Industry's \$23-million glass plant investment—the largest U.S. investment in India to date—was hopelessly mired down last winter, Ambassador Clark unraveled a complicated tangle involving the Indian partner's relationship with local banks, and the project proceeded on schedule. Investments by Kellogg, IBM, Ford, Dupont, General Electric, Motorola, Coca-Cola and AT&T are also moving through the pipeline, and the ambassador has been involved in supporting each case."

Mr. Clark was cited, too, for securing

### Correction



Mark Young

An article in the July issue on Mark Young, a runner-up for the Comptroller's Award for Distinction in Public Finance, was accompanied by the wrong photograph, given to STATE in error. Mr. Young is correctly pictured here. □



better protection of American copyrights, trademarks and patents, and for promoting policies to open up Indian markets. Mr. Brill said: "His cogent advocacy of the need for market-opening measures, in private conversations with three prime ministers and at public speaking engagements, played an important role in setting the stage for economic reforms recently initiated by the Indian government."

#### **Dibble: 'panoply of efforts'**

Ms. Dibble was nominated by Ambassador John T. McCarthy for trade promotion efforts in Tunisia. Citing her role in winning a major contract for Westinghouse, he said: "Soon after her arrival at post, it became clear to Ms. Dibble that the most important procurement competition during her tenure would be for air traffic control equipment. With Westinghouse the only U.S. company to submit a bid on the project, she was in a position to be on the forefront of a full Government effort on behalf of this company. The panoply of efforts she undertook would make an excellent case study in how the Department should be supporting the business community.

"I would highlight the close relationships she developed with Westinghouse executives in London and Morocco, her ability to mobilize high-level visitors in support of the bid, her detective work in determining details of the competition's financing and her day-to-day support of negotiating efforts. Westinghouse and Tunisia's airport authority have reached agreement on an \$11-million air traffic control package. I am convinced that prolonged U.S. Government support played a crucial role in winning this contest."

Ms. Dibble was also commended for building relationships with local organizations to increase trade. "Recognizing the importance of Tunisian trade associations as door-openers to an enhanced U.S. presence in Tunisia, Ms. Dibble made a major effort to strengthen the nascent Tunisian-American Chamber of Commerce," Mr. McCarthy said. "She convinced me that my first public remarks in Tunis should be at a Chamber luncheon meeting. While at a recent commercial officers' conference in Cairo, she laid the groundwork for strong ties between the Chamber there and its Tunis counterpart. She has also developed close working relations with the Chamber in the important industrial city of Sfax, and rebuilt relations between the embassy and the Tunisian Employers Association."

The ambassador cited Ms. Dibble for her reporting skills as well. "She has drawn

upon her analytical skills to produce a series of reports on the Tunisian commercial environment that are of considerable use to the U.S. exporting community," he said. "She has reported on common problems prospective exporters face in this market, along with practical advice on how to surmount them. She also oversaw the publication of a 'Doing Business in Tunisia' guide that received high acclaim."

#### **Skol: 'creative and energetic'**

Mr. Skol was nominated by Robert C. Felder, deputy chief of mission in Caracas, for his work on behalf of U.S. business interests in Venezuela. Mr. Felder said: "Ambassador Skol arrived in Caracas with a strong pro-business orientation. He saw to it that a good measure of political reporting was focused on economic and commercial issues, created a rotational opportunity for junior consular officers to work in the economic section and convinced an interagency body that more information-gathering should be devoted to commercial matters. The economic section was put to work to support a highly successful trade mission led by the U.S. Commerce Secretary, and helped the commercial section stage the largest U.S. Government-sponsored trade show ever put on in Latin America."

Mr. Skol was also commended for urging the Venezuelan government to allow more U.S. trade. "He has been creative and energetic in pressing for opening and liberalization of the economy," Mr. Felder reported. "The result is that Venezuela is now pulling other members of the Andean Pact in the right direction. Similarly, his involvement contributed to the settlement of a maritime dispute and to liberalizing our maritime relations with Venezuela. This achievement has long-term positive implications, and provided immediate relief to one U.S. firm."

Mr. Skol was praised, too, for what the deputy chief of mission called the

"dynamism with which he defended U.S. firms." Mr. Felder said: "When the American firm, Bactra, was being forced out of business through manipulation of corrupt judges by competitors, the ambassador orchestrated a campaign of top-level demarches, public responses by journalists and expressions of concern by Washington agencies to bring the matter to a successful solution." He was also credited with intervening with the Venezuelan government to salvage a \$1-million investment opportunity for Kaiser Aluminum, and for leading the effort to award an American firm a \$200-million contract to refurbish Venezuelan ships.

Mr. Felder noted a letter that Mr. Skol received from Deputy Secretary Lawrence Eagleburger which stated: "I have repeatedly stressed that the Department must do a better job of advocating the interests of U.S. companies abroad. Your leadership in this area provides an excellent model for others to follow." □

#### **Community service wins honors for 4 employees**

Alice Goodall, a secretary in the Office of the Secretary, and Virginia Ashley, George Baker Jr. and Steve Truly, program analysts in the Bureau of Diplomatic Security, are this year's winners of the "Points of Light" Community Service Award.

—Ms. Goodall aids prisoners and feeds the homeless.

—Ms. Ashley is a volunteer firefighter.

—Mr. Baker organizes efforts to rid his neighborhood of crime.

—And Mr. Truly tutors young people.

The four were honored recently for their work as community volunteers in a ceremony at State. Acting director general Larry C. Williamson told the audience: "A survey we performed two years ago showed that domestic and overseas employees and

—(Continued on page 31)



Community volunteers, from left: George Baker Jr., Alice Goodall, Virginia Ashley,

Steve Truly. (State Department photo by Ann Thomas)

# Appointments

## White House announces choices for 3 top positions at State

Human rights: Dennis—director general: Holmes—refugee programs: Zimmermann

**P**RESIDENT BUSH as of mid-August had announced his intention to nominate three more persons for top positions in the Department. The nominations would require Senate confirmation. The three are:

—Assistant secretary for human rights and humanitarian affairs—Patricia Diaz Dennis, vice president for government affairs for the Sprint Corp., to succeed Richard Schifter.

—Director general of the Foreign Service and director of personnel—Genta Hawkins Holmes, ambassador to Namibia, to succeed Edward J. Perkins.

—Director for refugee programs—Warren Zimmermann, ambassador to Yugoslavia, to succeed Princeton Lyman.

Following are biographic sketches of the persons named.

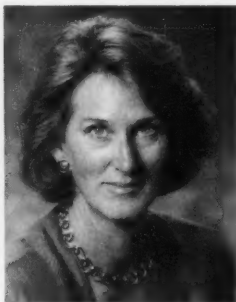
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### Human rights affairs

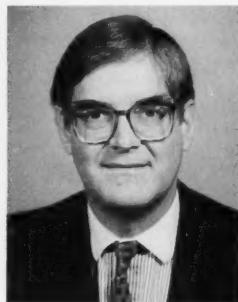
Patricia Diaz Dennis has been vice president of government affairs at the Sprint Corp. since last year. She began her career as an associate attorney at Paul, Hastings, Janofsky & Walker in 1973. She was an attorney at the Pacific Lighting Corp., 1978-79. In 1979 she became an assistant general attorney at the American Broadcasting Co. She was a member of the National Labor Relations Board, 1983-86, then a



Ms. Dennis



Ms. Holmes



Mr. Zimmermann

member of the Federal Communications Commission, 1986-89. She was a partner and chairman of the communications section at Jones, Day, Reavis & Pogue from 1989 until last year.

Ms. Dennis was born in Santa Rita, N.M., on October 2, 1946. She received a bachelor's from the University of California at Los Angeles and a law degree from Loyola. Her foreign language is Spanish. She has published articles on labor law. Her honors include the Woman of the Year Award from the Hispanic Women's Council. She is a member of numerous organizations, including the board of the Radio and

Television News Directors Foundation, the board of National Public Radio and the advisory board of the Latin American Institute at Loyola. She is married to Michael Dennis; they have two daughters and a son.

\* \* \*

### Director general

Genta Hawkins Holmes has been ambassador to Namibia since 1990. She joined the Foreign Service in 1964 and was assigned to Abidjan later that year. She was a special assistant in the Office of the Special Assistant to the Secretary for Refugees, 1966-68, then special assistant to the

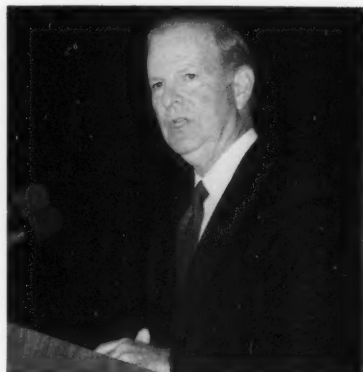
### At presstime:

## BAKER RESIGNS, EAGLEBURGER TAKES OVER THE STATE DEPARTMENT

James A. Baker III has resigned as Secretary of State, returning to the White House as chief of staff and senior counselor to President Bush. At the same time, Mr. Bush placed Deputy Secretary Lawrence Eagleburger, "a 30-year veteran of America's foreign policy, a man to whom I feel exceptionally close personally," in the cabinet position in an acting capacity.

Mr. Baker's departure, effective August 23, was announced by him and by the White House on August 13. As word circulated in the Department that all employees were invited to the Dean Acheson Auditorium, Mr. Baker arrived there to find all the seats filled, with employees standing in the rear and seated on steps in the aisles.

"I have decided ... to work with the President to help develop a second-term



The Secretary announces his departure. (State Department photo by Shawn Moore)

agenda that builds on what has been achieved and fully integrates our domestic, economic and foreign policies," Mr. Baker said, reading from a seven-page statement that reviewed developments during his tenure, taking credit for many of them in the first-person plural and asserting: "You deserve to be proud of that record."

He concluded: "I take great comfort from the knowledge that I am leaving the Department in steady hands. I am proud of the cadre of assistant secretaries, deputy assistant secretaries and ambassadors who will continue to bear the heaviest burdens. Whether Foreign Service or Civil Service, from the newest secretary and the most junior desk officer to my friend and loyal colleague, Larry Eagleburger, you are a fine corps of professionals. It has been an honor to serve with you." □

ambassador in Paris, 1968-70. In 1970 she became a staff member of the U.S. delegation to the Disarmament Committee. She was detailed to the Office of Economic Opportunity in New York as a public affairs officer in 1972.

In 1973 Ms. Holmes became an international finance and investment officer in the Bureau of Economic and Business Affairs. She studied economics at the Foreign Service Institute, then became chief of the economic and commercial section in Nassau in 1974. After a stint as a congressional fellow at the American Political Science Association, she was assigned to the Bureau of Congressional Relations in 1978.

In 1979 Ms. Holmes became assistant administrator for legislative affairs at A.I.D. She attended the Senior Seminar, 1982-83. After serving on the Board of Examiners, she became deputy chief of mission in Lilongwe in 1984. She served as deputy chief of mission in Port-au-Prince, 1986-88, and Pretoria, 1988-90.

Ms. Holmes was born in Anadarko, Okla., on September 3, 1940. She earned a bachelor's from the University of Southern California and pursued graduate studies at the London School of Economics. Her foreign language is French. She holds a presidential and a Superior Honor Award, two senior performance pay awards and a meritorious step increase. She is a member of Rotary International. She is married to Michael Dayton Holmes.

\* \* \*

#### Refugee programs

Warren Zimmermann had been ambassador to Yugoslavia since 1989. He joined the Foreign Service in 1961 and went to Caracas later that year. After a posting in Belgrade, he was assigned to the Bureau of Intelligence and Research in 1968. He was a special assistant to the counselor of the Department, 1970-73. In 1973 he became deputy chief of the political section in Moscow. He was a special assistant for policy planning in the Bureau of European and Canadian Affairs, 1975-77. He went to Paris as political counselor in 1977.

Mr. Zimmermann became deputy chairman of the U.S. delegation to the Conference on Security and Cooperation in Europe in 1980. He served as deputy chief of mission in Moscow, 1981-84, and chief of the U.S. delegation that negotiated the hotline upgrade agreement with the Soviet Union, 1983-84. He was a visiting fellow at the Council on Foreign Relations, 1984-85, then deputy to the head of the U.S. delegation to negotiations with the Soviet Union in Geneva, on nuclear and space arms,

1985-86. He served as chairman of the U.S. delegation to the Conference on Security and Cooperation in Europe follow-up meetings in Vienna, 1986-89.

Mr. Zimmermann was born in Pennsylvania on November 16, 1934. He received a bachelor's from Yale and a master's from Cambridge, where he was a Fulbright scholar. He served in the Army. He speaks five foreign languages—French, German, Spanish, Russian and Serbo-Croatian. He holds Presidential Meritorious Service awards and two State Superior Honor Awards. He is married to the former Corinne Chubb. □

### Bush names 18 as envoys to foreign countries

President Bush as of mid-August had announced his intention to nominate 18 more ambassadors as envoys to foreign countries. The nominations he makes would require Senate confirmation. The posts and the persons named are:

—*Azerbaijan*—Richard Monroe Miles, chargé in Baku. He would be the first U.S. envoy to this country.

—*Belarus*—David Heywood Swartz, chargé in Minsk. He would be the first U.S. envoy to this country.

—*Benin*—Ruth A. Davis, a member of the Senior Seminar, to succeed Harriet W. Isom.

—*Cameroon*—Harriet Winsar Isom, ambassador to Benin, to succeed Francis D. Cook.

—*Ecuador*—Walter Scott Light, president and chief executive officer of the Lightning Oil Co., to succeed Paul C. Lambert.

—*Georgia*—Kent N. Brown, political adviser to the supreme allied commander in Europe. He would be the first U.S. envoy to this country.

—*Kazakhstan*—William Harris Courtney, chargé in Alma-Ata. He would become the first U.S. envoy to this country.

—*Laos*—Charles B. Salmon Jr., chargé in Vientiane. He would be the first U.S. ambassador to Laos since 1975. (This appointment has been confirmed.)

—*Malaysia*—John Stern Wolf, principal deputy assistant secretary for international organization affairs, to succeed Paul M. Cleveland.

—*Moldova*—Mary C. Pendleton, director of the Foreign Service Institute's School of Professional Studies' Administrative Training Division. She would be the first U.S. envoy to this country.

—*Pakistan*—John Cameron Monjo, ambassador to Indonesia, to succeed Nich-

olas Platt.

—*Philippines*—Richard H. Solomon, assistant secretary for East Asian and Pacific affairs, to succeed Frank G. Wisner II.

—*Seychelles*—Mack F. Mattingly, a former U.S. senator, to succeed Richard W. Carlson.

—*Singapore*—Jon M. Huntsman Jr., senior vice president and general manager of the Huntsman Chemical Corp., to succeed Robert D. Orr.

—*Spain*—Richard Goodwin Capen Jr., a consultant to Knight Ridder, Inc., to succeed Joseph Zappala. (This nomination has been confirmed.)

—*Sweden*—Nicolas Miklos Salgo, special negotiator for property issues, to succeed Charles Edgar Redman.

—*Tajikistan*—Stanley Tuemler Escudero, chargé in Dushanbe. He would become the first U.S. envoy to this country.

—*Turkmenistan*—Joseph S. Hulings III, minister-counselor for management in Moscow. He would be the first U.S. envoy to this country.

Following are biographical sketches.

\* \* \*

#### Azerbaijan

Richard Monroe Miles has been chargé in Baku since earlier this year. He joined the Foreign Service in 1967 and became vice consul in Oslo later that year. He was consul, then political officer, in Belgrade, 1970-73. After an assignment in the Office of Soviet Union Affairs, he became political officer in Moscow in 1976. He was desk officer for Yugoslavia, 1979-81. Next, he was deputy, then acting director, of the Bureau of Politico-Military Affairs' Office of Regional Security Affairs, 1981-83.

#### People at State

Dr. Lawrence Brown is now deputy medical director in the Office of Medical Services ... **Robert L. Hutchings** has been named special adviser for East European assistance, Office of the Deputy Secretary ... **Lloyd W. Pratsch** is the new procurement executive in the Bureau of Administration ... **J. Michael O'Brien** has been named executive assistant to the assistant secretary for administration ... **George F. Ward Jr.** is now principal deputy assistant secretary, Bureau of International Organization Affairs ... **Kathleen Charles** is deputy assistant secretary for resource management, and William Clarke is deputy assistant secretary for countermeasures and counterintelligence in the Bureau of Diplomatic Security. □

## APPOINTMENTS

After a stint as an assistant to Senator Ernest Hollings, Mr. Miles returned to Belgrade as political counselor in 1984. He was a fellow at Harvard's Center for International Affairs, 1987-88. In 1988 he became consul general in Leningrad. He was principal officer in Berlin from 1991 until earlier this year.

Mr. Miles was born in Little Rock on January 8, 1937. He earned an A.A. degree from Bakersfield College, a bachelor's from the University of California at Berkeley and a master's from the University of Indiana. He served in the Marines, 1954-57. He speaks four foreign languages—Russian, German, Norwegian and Serbo-Croatian. He holds a Meritorious Honor Award, senior performance pay awards and has figured in a group Superior Honor Award. He is a member of the American Foreign Service Association and the American Association for the Advancement of Slavic Studies. He is married to the former Sharon Niles; they have a daughter and a son.

\* \* \*

### Benin

Ruth A. Davis has been a member of the Senior Seminar since last year. She joined the Foreign Service in 1969. After an assignment in Kinshasa, she was consular officer in Nairobi, 1971-73, and Tokyo, 1973-76. She had a similar posting in Naples, 1976-80, then served on a Pearson assignment as special assistant for international affairs to the mayor of Washington, 1980-82. In 1982 she became senior watch officer in the Operations Center. She was chief of the Bureau of Personnel's Office of



Mr. Miles



Ms. Davis



Mr. Swartz



Ms. Isom

Training and Liaison, 1984-86. She served as consul general in Barcelona, 1987-91.

Ms. Davis was born in Phoenix on May 28, 1943. She holds a bachelor's from Spelman and a master's from the University of California at Berkeley and attended the University of Dijon on a Merrill fellowship. Her foreign languages are French, Italian and Spanish. Before State, she was a research assistant at Berkeley's School of

Social Welfare and a summer intern at A.I.D. She has received a certificate of appreciation from the Department and a meritorious step increase. She is single.

\* \* \*

### Belarus

David Heywood Swartz has been chargé in Minsk since earlier this year. He joined the Foreign Service in 1967 and went to Rotterdam as vice consul later that year. He was second secretary in the commercial section in London, 1968-70. After training at the Foreign Service Institute and the U.S. Army Russian Institute, he became first secretary in the economic section in Moscow in 1972. Next, he was officer-in-charge of east-west economic relations, 1975-77. He was chief of the advance party for a U.S. consulate in Kiev, 1978-80.

In 1980 Mr. Swartz became consul general in Zurich. After training at the Canadian Defense College, he was named consul general in Calgary in 1983. He was deputy chief of mission in Warsaw, 1984-88, then staff director of the Nuclear Risk Reduction Center, 1988-89. He served as dean of the School of Language Studies at the Foreign Service Institute, 1989-91. He was a senior inspector in the Office of the Inspector General until earlier this year.

Mr. Swartz was born in Chicago on March 3, 1942. He earned a bachelor's from Southwestern and a master's from Florida State. He speaks six foreign languages—Russian, Ukrainian, Polish, German, Spanish and Dutch. He has received three senior performance pay awards and has twice figured in a group Superior Honor Award. He is a member of the American Foreign Service Association. He is married to Ronna Lynn Harms Swartz; they have a daughter and a son.

\* \* \*

### Cameroon

Harriet Winsar Isom has been ambassador to Benin since 1989. She joined the Foreign Service in 1961 and became consular and economic officer in Kuala Lumpur later that year. She was a watch officer in the Operations Center, 1964-65. After an assignment in the Bureau of Personnel, she went to Niamey as economic officer in 1967. Next, she was consular and political officer in Jakarta, 1969-73, and Asian regional affairs officer in the Department, 1973-74.

In 1974 Ms. Isom became deputy chief of mission in Bujumbura. She was consul in Sumatra, 1977-78. In 1978 she returned to Jakarta as counselor for political affairs. She attended the Senior Seminar, 1981-82. After serving as senior assignments officer

## Lawrence Taylor heads Foreign Service Institute

Lawrence P. Taylor, minister-counselor for economic affairs in Ottawa until recently, has been named director of the Foreign Service Institute. He succeeds



Mr. Taylor

Brandon H. Grove Jr., who has been named diplomat-in-residence at Georgetown and the University of the District of Columbia.

Mr. Taylor joined the Foreign Service in 1969 and became economic and political officer in Santo Domingo the following year. After an assignment as a special assistant in the Bureau of Inter-American Affairs, he went to Zagreb as

consular officer in 1972. Next, he was economic and commercial officer in Belgrade, 1974-76, Jakarta, 1977-80, and Ottawa, 1980-84. He served as economic counselor in London before his posting to Ottawa.

Mr. Taylor was born in Cleveland on April 18, 1940. He holds a bachelor's from Ohio University and three master's degrees—in development economics, energy economics and Latin American history. He was also graduated from the National War College. He has published a paper, "International Terrorism and U.S. Diplomacy," at National Defense University. His foreign languages are French, Indonesian and Serbo-Croatian. He has received two Superior Honor Awards. He is married to Lynda E. Taylor; they have two daughters and a son. □

in the Bureau of Personnel, 1982-84, she was director of Korean affairs, 1984-86. She was chargé in Vientiane, 1986-89.

Ms. Isom was born in Heppner, Ore., on November 4, 1936. She earned a bachelor's from Mills College and a master's from the Fletcher School of Law and Diplomacy. Her foreign languages are French and Indonesian. She holds a Senior Foreign Service Presidential Award and two Meritorious Awards. She is a member of the Smithsonian Institution and the American Foreign Service Association, and an honorary member of the Rotary Club in Cotonou. She is single.

\* \* \*

#### Ecuador

Walter Scott Light has been president and chief executive officer of the Lightning Oil Co. in San Antonio since 1957. Before that, he was an independent oil producer and rancher in Texas.

Mr. Light has served as regional vice president of the Independent Petroleum Association of America and as a member of the Department of Commerce's Energy Sector Advisory Board. He is a member of the Texas and Southwestern Cattle Raisers Association and a past member of the North Texas State University board of regents, the Alamo Heights planning and zoning commission and the Texas-South Australia Sesquicentennial Foundation.

Mr. Light was born in Denton, Tex., on August 30, 1931. He was graduated from New Mexico Military Institute's Junior College Division and attended the University of Texas at Austin and Southern Methodist. He served in the Air Force, 1953-55. His foreign language is Spanish. He is married to Patricia (Patsy) Pittman Light; they have two daughters and a son.

\* \* \*

#### Georgia

Kent N. Brown has been political adviser to the supreme allied commander in Europe, at Casteau, Belgium, since 1990. He joined the Foreign Service in 1967. After an assignment in Panama City, he became consular officer in Port-of-Spain in 1969. He was consular and political officer in Prague, 1970-73, then a watch officer in the Operations Center, 1973-74. After studies at Stanford and the Hoover Institution, he became an international affairs officer in the Bureau of European and Canadian Affairs in 1975.

Mr. Brown went to Moscow as consular and political officer in 1980. He was a student at the Nato Defense College in Rome, 1983-84. In 1984 he became senior



Mr. Light



Mr. Brown



Mr. Courtney



Mr. Salmon

political adviser to the mutual and balanced force reductions and the conventional forces in Europe delegations in Vienna. He was an office director in the Bureau of Politico-Military Affairs, 1988-90.

Mr. Brown was born in Oakland, Calif., on May 7, 1944. He holds a bachelor's and a master's from the University of California at Davis. He speaks five foreign languages—French, German, Spanish, Russian and Czech. He has a Superior Honor Award. He is the author of "Coalition Politics and Soviet Influence in Eastern Europe." He is a member of the American Foreign Service Association and the International Institute for Strategic Studies. He is married to Irene A. Brown; they have a daughter and a son.

\* \* \*

#### Kazakhstan

William Harrison Courtney has been chargé in Alma-Ata since February. He joined the Foreign Service in 1975 and became economic and commercial officer in Brasilia later that year. After an assignment in the Bureau of Politico-Military Affairs, he went to Moscow as political officer in 1981. He was deputy director of the Office of Strategic Nuclear Policy, Bureau of Politico-Military Affairs, 1983-84.

In 1984 Mr. Courtney became a special assistant to the under secretary for political affairs. He was deputy executive secretary of the National Security Council,

1987, then deputy U.S. negotiator at the U.S.-Soviet defense and space talks in Geneva, 1988-91. Last year he served as U.S. commissioner for the Bilateral Consultative Commission and the Joint Consultative Commission established by the threshold test ban treaty and the peaceful nuclear explosions treaty.

Mr. Courtney was born in Baltimore on July 18, 1944. He holds a bachelor's from West Virginia University and a doctorate from Brown. His foreign languages are Russian, Ukrainian and Portuguese. He has received an international affairs fellowship from the Council on Foreign Relations and has won the Matilda Sinclair Language Award. He is a member of the Council on Foreign Relations and the International Institute of Strategic Studies. He is married to Paula Feeney; they have a daughter and a son.

\* \* \*

#### Laos

Charles B. Salmon Jr. has been chargé in Vientiane since 1989. He joined the Foreign Service in 1964. After an assignment in the Bureau of Public Affairs, he became a staff assistant to the assistant secretary for Far Eastern affairs in 1966. He went to Vienna as consular officer in 1967. He was assistant mission coordinator in Saigon, 1969-71.

In 1971 Mr. Salmon became political officer at The Hague. He held a similar assignment in Manila, 1974-77. After attending the National War College, he became director of the Office of Human Rights in 1978. In 1980 he was named deputy chief of mission in Wellington. Next, he was deputy chief of mission in Rangoon, 1983-85. He was director of the Office of Thailand and Burma Affairs, 1985-86, then director of the Office of Philippine Affairs, 1986-89.

Mr. Salmon was born in New York on January 3, 1938. He earned a bachelor's from Fordham and a master's from Columbia. He served in the Army, 1960-62. His foreign languages are German and Dutch. He holds the Superior Honor and Presidential Meritorious Service Awards. He is a member of the American Foreign Service Association. He is single.

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#### Malaysia

John Stern Wolf has been principal deputy assistant secretary for international organization affairs since 1989. He joined the Foreign Service in 1971 and went to Perth as consular officer later that year. After a similar assignment in Da Nang, he

## APPOINTMENTS

became a staff assistant in Athens in 1973. Next, he was an operations officer in the Executive Secretariat, 1975, and an international relations officer in the Bureau of Economic and Business Affairs, 1976-78.

After a stint as a mid-career fellow at Princeton, Mr. Wolf returned to the bureau as a financial economist in 1979. He was a special assistant to the under secretary for science and technology, 1981-84. In 1984 he became political counselor in Islamabad. He was director of the Office of Regional and Multilateral Force and Observers Affairs, 1987-80, then an executive assistant to the under secretary for political affairs, 1988-89.

Mr. Wolf was born in Philadelphia on September 12, 1948. He received a bachelor's from Dartmouth. His foreign language is French. He has received the Superior and Meritorious Honor Awards and senior performance awards. He is married to Mahela Devaux Wolf; they have a daughter and a son.

\* \* \*

### Moldova

Mary C. Pendleton has been director of the Administrative Training Division at the Foreign Service Institute's School of Professional Studies since 1990. She joined the Foreign Service in 1976 and became general services officer in Khartoum later that year. She was a visa officer and staff aide in



Mr. Wolf



Ms. Pendleton



Mr. Monjo



Mr. Solomon

Manila, 1987-79, then administrative officer in Bangui, 1979-82.

In 1982 Ms. Pendleton became administrative officer in Lusaka. She was a post management officer in the Bureau of European and Canadian Affairs, 1984-87. In

1987 she became administrative counselor in Bucharest. She attended the National Defense University Industrial College of the Armed Forces, 1989-90.

Ms. Pendleton was born in Jefferson County, Ky., on June 15, 1940. She earned a bachelor's from Spalding and a master's from Indiana. Before State, she taught high school French and worked as an employment counselor in Kentucky. She served as a Peace Corps volunteer in Tunisia, 1966-68. Her foreign languages are French, Romanian and Arabic. She has two Superior Honor Awards. She is single.

\* \* \*

### Pakistan

John Cameron Monjo has been ambassador to Indonesia since 1989. He joined the Foreign Service in 1957 and became political officer in Phnom Penh the following year. He was commercial officer in Tokyo, 1961-62. After Japanese language training, he became economic officer at the post in 1964. He was detailed to the Department of Army in Okinawa, 1965-67, then assigned to the Bureau of East Asian and Pacific Affairs, 1967-69.

After an assignment as a special assistant to the under secretary for political affairs, Mr. Monjo became political officer in Jakarta in 1971. He served as principal officer in Casablanca, 1976-78. He was country director, Office of Philippine Affairs, 1978-79.

Mr. Monjo became deputy chief of mission in Seoul in 1979. He returned to Jakarta as deputy chief of mission in 1982. He was deputy assistant secretary, then senior deputy assistant secretary, for East Asian and Pacific affairs, 1983-87. He served as ambassador to Malaysia, 1987-89.

Mr. Monjo was born in Stamford, Conn., on July 17, 1931. He received a bachelor's from the University of Pennsylvania. He served in the Navy, 1953-56. His foreign languages are French, Cambodian, Japanese and Malay. He holds the Presidential Meritorious Service Award, the Superior Honor Award, senior performance pay awards and the Christian A. Herter Award. He is married to the former Sirkka Orvokki Kortelainen; they have a daughter and a son.

\* \* \*

### Philippines

Richard H. Solomon has been assistant secretary for East Asian and Pacific affairs since 1989. He began his career as a teacher and researcher at the Polaroid Corp., Cambridge, Mass., in 1959. In 1966 he became a professor of political science at

## Irvin Hicks is No. 2 at Security Council

President Bush has named Irvin Hicks, an international relations officer in the Bureau of African Affairs until recently, as deputy representative to the UN Security Council. He succeeds George Edward Moose.

Mr. Hicks has been in international relations in the bureau since earlier this year. He joined the Foreign Service in 1962. After an assignment as communications clerk in Libreville, he became an accounts assistant there in 1963. In 1966 he became a budget and fiscal specialist in Bamako. Next, he was a post management assistant and administrative support officer at the Department, 1966-68.



Mr. Hicks

After training at the Foreign Service Institute, he went to Casablanca as administrative officer in 1970. He

had similar postings in Bangui, 1973-75, Dar es Salaam, 1975-77, and Berlin, 1977-80.

In 1980 Mr. Hicks became deputy chief of mission in Lome. He was chargé there, 1981-82. After attending the Army War College, he became deputy executive director of the Bureau of African Affairs in 1983. He was named ambassador to Seychelles in 1985. He served as deputy assistant secretary for personnel, 1987-89, and for African affairs, 1989-91. He was a regional adviser to the UN General Assembly last year.

Mr. Hicks was born in Baltimore on March 16, 1938. He earned a bachelor's from the University of Maryland. He served in the Air Force, 1956-61. His foreign language is French. He holds three Meritorious Honor Awards, three performance pay awards, the Equal Employment Opportunity Award and the President's Award for Exceptional Service. He is a member of the Council on Foreign Relations and the Association of Black American Ambassadors. He has three children. □

the University of Michigan. He was a senior staff member for Asian affairs at the National Security Council, 1971-76. In 1976 he became head of the political science department at the Rand Corp. He was director of the Policy Planning Staff, 1986-89.

Mr. Solomon was born in Philadelphia on June 19, 1937. He holds a bachelor's and doctorate from the Massachusetts Institute of Technology. He was a member of the Reserve Officers Training Corps there, 1955-57. His foreign languages are Mandarin and French. He was an international affairs fellow at the New York Council on Foreign Relations and received a foreign area training fellowship from the Ford Foundation. He has published articles on U.S.-Asian affairs. He is married to Anne Keatley Solomon; they have a daughter and two sons.

\* \* \*

#### Seychelles

Mack F. Mattingly has been self-employed since 1990. He began his career as an account supervisor at Arvin Industries in Columbus, Ind., in 1957. He was sales and marketing manager at the IBM Corp., Brunswick, Ga., 1959-1979. He was also president and owner of M's, Inc., an office furniture and supplies company, 1975-80.

In 1980 Mr. Mattingly became a U.S. senator from Georgia, and ascended to chairmanships of subcommittees. He was chairman of the Republican Committee on Committees, 1985-87. He was U.S. delegate to the General Agreement on Tariffs and Trade talks in Geneva in 1982.

Mr. Mattingly was born in Anderson, Ind., on January 7, 1931. He received a bachelor's from Indiana. He served in the Air Force, 1951-55. His honors include the Secretary of Defense's Medal for Outstanding Public Service, the National Taxpayers Union's "Taxpayers' Best Friend" award, the National Federation of Independent Business' "Guardian of Small Business" award and the "Watchdog of the Treasury" award. He is a member of the board of directors of the National Chamber Foundation and Color-Graphics, Inc. He is married to Carolyn Longcamp; they have two daughters.

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#### Singapore

Jon M. Huntsman Jr. has been senior vice president and general manager of the Huntsman Chemical Corp. since last year. He began his career as an intern for Senator Orrin Hatch in 1981. He was an intern and special assistant to the chairman of the



Mr. Mattingly



Mr. Huntsman



Mr. Capen



Mr. Salgo

Republican National Committee, 1982, then a staff assistant at the White House, 1982-83. In 1984 he became state director of the Reagan-Bush campaign in Utah.

Mr. Huntsman became product manager at Huntsman Chemical in 1984. He served as vice president and director there, 1987-88. He was also secretary of the organization, 1982-89, and vice president and international member of the board of directors, 1988-89. In 1989 he became deputy assistant secretary for trade development at the Department of Commerce. He was deputy assistant secretary for East Asia and the Pacific at Commerce from 1990 until last year.

Mr. Huntsman was born in Palo Alto on March 26, 1960. He received a bachelor's from the University of Pennsylvania. His foreign languages are Spanish, Cantonese and Mandarin. He is chairman of the Utah Academy of Finance and director of the international business program at the University of Utah and Brigham Young University. In addition, he is director of the Armand Hammer United World College and the Salt Lake City Red Cross, and associate director of the Huntsman Center for Global Competition at the University of Pennsylvania. He is member of the Asia Society and the Salt Lake Committee on Foreign Relations. He is married to Mary Katherine Cooper Huntsman; they have three daughters and a son.

\* \* \*

#### Spain

Richard Goodwin Capen Jr. has been a consultant to Knight Ridder, Inc., a news organization, since earlier this year. He began his career as associate director of the Facing Tile Institute in 1959. In 1961 he became director of public affairs at Copley Newspapers in La Jolla, Calif. He was deputy assistant secretary for public affairs at the Department of Defense, 1969-70, then assistant to the Secretary of Defense for legislative affairs, 1970-71.

Mr. Capen was vice president, senior vice president and director of Copley Newspapers, 1971-79. He became senior vice president for operations at Knight Ridder in 1979. He was chairman and publisher of the Miami Herald, 1983-89. He was director and vice chairman there until last year.

Mr. Capen was born in Hartford, Conn., on July 16, 1934. He received a bachelor's from Columbia College. He served in the Navy, 1956-59. His foreign language is Spanish. He is a trustee of the International Media Fund and the Duke University Institute of Public Policy. He is married to Joan Lambert Capen; they have two daughters and a son.

\* \* \*

#### Sweden

Nicolas Miklos Salgo has been special negotiator for property issues since 1989. He began his career as a trainee at the Manfred Weiss Co. in Budapest in 1933. After becoming an export manager at the firm, he became a partner and director of Salvaj and Cie in Geneva in 1939. He was owner and president of the Indeco Corp., the Coal Credit Corp., and Salvaj & Co. in New York, 1948-54. Next, he was executive vice president of Webb & Knapp, Inc., New York, 1950-57.

Mr. Salgo served as president and chief executive officer of the Norbute Corp., Butte, Mont., 1954-60. He was founder and owner of Nicolas Salgo & Co., New York, 1959-83, and vice chairman and chairman of the Bangor Punta Corp. and subsidiaries, Greenwich, Conn., 1960-74. He was founder and limited partner in Watergate Improvement Associates, 1960-77, then chairman of the Watergate Companies, 1977-83. He was a consultant to U.S.I.A., 1982-83, and a member of the International Private Enterprise Task Force, 1983. He served as ambassador to Hungary, 1983-86. He was chief of the U.S. negotiating team for property negotiating with East Germany, 1987-88.

Mr. Salgo was born in Budapest on August 17, 1914, and became an American citizen in 1953. He holds doctorates of law

## APPOINTMENTS

and philosophy from the University of Budapest. His foreign languages are German, French and Hungarian. He is a member of the Center for Strategic and International Studies, the International Institute for Strategic Studies and the Chief Executives Organization. He is married to the former Josseline de Ferron; they have a daughter and a son.

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### Tajikstan

Stanley Tuemler Escudero has been chargé in Dushanbe since earlier this year. He entered the Foreign Service in 1967 and went to Lahore as vice consul later that year. He was consular, economic and political officer in Niamey, 1968-70. After an assignment as aide to the ambassador and political officer in Tehran, he became desk officer for Morocco in 1975. Next, he was Africa affairs officer in the Office of UN Political Affairs, 1977-80, and was on a temporary-duty assignment in Tehran during the Iranian revolution, 1978-79.

After a stint as a congressional fellow, Mr. Escudero became a legislative management officer in the Bureau of Congressional and Intergovernmental Affairs in 1981. In 1984 he went to New Delhi as counselor for political affairs. He was political adviser to the commander-in-chief, Central Command, Tampa, 1987-89. He attended the Senior Seminar, 1989-90, then served as counselor for political affairs in Cairo from 1990 until earlier this year.

Mr. Escudero was born in Daytona Beach, Fla., on March 10, 1942. He received a bachelor's from the University of Florida. His foreign languages are French and Farsi. He holds two Superior and two Meritorious Honor Awards, three senior



Mr. Escudero



Mr. Hulings

performance pay awards and a Defense Meritorious Service Award. He is a member of the American Foreign Service Association and the Senior Seminar Alumni Association. He is married to M. Jaye Escudero; they have two sons.

\* \* \*

### Turkmenistan

Joseph S. Hulings III has been chargé in Ashkhabad since May. He joined the Foreign Service in 1972 and went to Vientiane as general services and budget officer later that year. He was administrative officer in Helsinki, 1974-75, and Moscow, 1976-78. In 1978 he became senior watch officer in the Operations Center. Next, he was administrative officer in Belgrade, 1980-82, and administrative counselor in Moscow, 1982-85.

In 1985 Mr. Hulings became deputy director of the Office of Foreign Missions. After a stint as a special program officer for the Schlesinger study, 1987, he was deputy special coordinator for Moscow projects,

1987-88, then coordinator, 1988-90. He served as minister-counselor for management in Moscow from 1990 until earlier this year.

Mr. Hulings was born in Carlisle, Pa., on May 6, 1941. He earned a bachelor's and a master's from the University of South Carolina. He served in the Navy, 1963-69. His foreign languages are Russian and French. He holds the Superior and Meritorious Honor Awards. He is married to Harriet LaBorde Hulings; they have two sons. □

## Kenneth Juster becomes deputy to Eagleburger

Kenneth I. Juster, senior adviser to Deputy Secretary Lawrence S. Eagleburger, has been named deputy to the deputy secretary. He will continue to serve as senior



Mr. Juster

policy adviser to Mr. Eagleburger while managing policy issues and special projects for the deputy secretary and the Department.

Mr. Juster has been senior adviser since 1989. He was a partner at Arnold & Porter in Washington, where he practiced international law, 1981-89. Before that, he served as a law clerk on the Second Circuit Court of Appeals and worked at the National Security Council.

Mr. Juster was born in New York on November 24, 1954. He holds a bachelor's, a master's and a law degree from Harvard. ■



**FOREIGN SERVICE INSTITUTE**—At ambassadorial seminar, seated, left to right: Jon M. Huntsman Jr. (Singapore), Mary Kaye Huntsman, Brandon Grove Jr., Tony Motley, Mahela Wolf, Josseline Salgo. Standing:

Gladys Chun, Lee Lacy, John F. Bookout Jr. (Saudi Arabia), M. Carolyn Bookout, Donald H. Alexander (Netherlands), Christine A. Filberth, Donald Ensenat (Brunei), Taylor Ensenat, Marianne Kuchel, Roland Kuchel

(Haiti), Patsy Light, Walter Light (Ecuador), Carolyn Mattingly, John Stern Wolf (Malaysia), Mack Mattingly (Seychelles), E. Allan Wendt (Slovenia), Nicolas M. Salgo (Sweden).



## Leisure Time

### Labor officer, in a labor of love, runs 54 miles

That's a double marathon—and 13,000 run it in South Africa

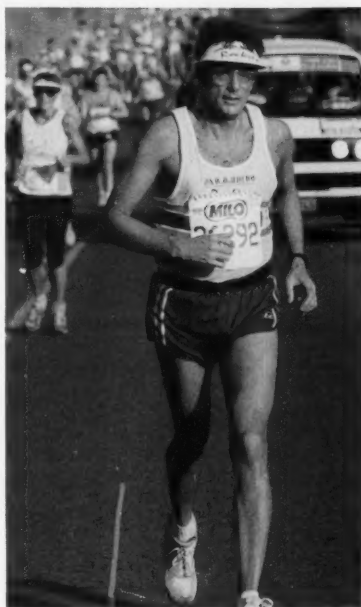
BY JOHN R. DINGER

*After three years as the regional labor officer in Johannesburg, the author has taken flight—lest he be tempted to run this race a third time. He begins a year of senior training this month at Stanford University's Hoover Institute.*

**E**ACH YEAR around the middle of January, as South Africans end their summer holidays, an unusual illness breaks out, striking otherwise normal people. They believe that, if they train, they'll be able just five months later to run a distance more than doubling the standard marathon—54 miles. The course is through the mountains between Durban and Pietermaritzburg, and you have to run it in less than 11 hours. I happen to know quite a bit about this illness. I've caught it twice.

It's called "Comrades fever." Comrades is the name of the world's largest ultramarathon. It has infected sports-crazed South Africans since 1921, and has made some of them legends. Wally Hayward, for example, won Comrades five times, first in 1930, then four more times in the 1950s. He ran his last Comrades in 1989 when he was 80 years old.

Most susceptible to the fever are white males (the average victim is 38 years old



This is the author after 9½ hours and 45 miles. He's reached the bottom of Polly Shorts Hill.

and has caught the fever four times), but Comrades doesn't discriminate between race or gender. This year the fever struck three of us in the American mission—me and Pretoria assistant information officer Larry Schwartz and Johannesburg Foreign Service national Fundi More's husband, Bobby.

For me, both times, it began innocently enough. After the holiday season, getting back in shape seemed to me like a good idea. A few early-morning runs made me feel great. Then the idea of running Comrades became enticing. It's South Africa's biggest sporting event of the year, by far. Television covers it live—the entire 11 hours. This year, the government declared it a national holiday.

The fever's sinister side began to emerge only in February. My friends and family tired of hearing my endless training stories. By the end of the month, the symptoms were pronounced. I insisted, for example, on describing as a mere "training session" a standard 26-mile marathon I ran to qualify for the Comrades entry.

My condition deteriorated in March. I left few corners of Johannesburg unexplored as I searched out new training routes. Weekends, I was either out running for hours or asleep on the sofa. Weekdays, I



Throng of runners crosses the starting line in Durban.

sandwiched work between early-morning runs and late-afternoon visits to a physiotherapist. She employed a sadistic technique called deep-cross friction massage to heal a calf muscle I tore. Then the fever's effect on my brain began to show. One Monday when I was on business in Cape Town, I got up at 4 a.m. to run three hours before the day's appointments.

By April, I was in critical condition. And my family, too, began to suffer. I was unavailable for social activities. But I wasn't alone in my misery. Bobby More canceled his family's long-planned vacation to Zimbabwe because it might interfere with his training.

On a Saturday morning at the end of April, I got up at 3:30 to get in an early seven-hour run. When I returned home, my wife tried to talk sense into me. She said I was obsessed. I defended myself, claiming I was just self-disciplined in my hobby. She could see she was wasting her time. From the year before, she recognized that Comrades fever had again gripped my soul.

In May, the disease went into remission. Bobby More and I picked up training tips suggesting that we should begin to taper. That way, our legs would be fresh on what we now referred to simply as "the Day." My travel arrangements to Durban were set. I had a map of the route pinned over my office typewriter. I kept my race entry locked in my safe.

By then, as with any serious illness, news of my fever had spread. In the final weeks, everyone knew I had terminal Comrades. Shops carry Comrades greeting cards; my secretary got my colleagues to sign one for me. All expressed their concern. Many pledged that on race day they'd stay glued to the TV at 11 hours, looking for me.

By the time I stood at the start, in front of Durban's ornate city hall, I'd been loading carbohydrates for three days and had ten sachets of carbo booster jelly strapped to my waist. An ultramarathon in the States might draw merely a few hundred crazies. But in the 6 a.m. chill and darkness of Durban, I joined 13,000 others. Everywhere, spouses and children kissed their Comrades partners goodbye as loudspeakers blared the theme from "Chariots of Fire."

It took nearly 10 minutes for all of us 13,000 just to cross the starting line after the gun. I had time to think of what lay ahead. The route's hills are part of the legend. It would take me 40 miles and seven-and-a-half hours to reach the highest point, almost half a mile above the start. Six miles from the finish, I'd hit Polly Shorts, a hill



*Bobby More at the finish line. He's No. 14146.*

so notorious that South Africa's best-selling running shorts are named after it.

I had trouble early. Going up Cowies Hill, less than two hours into what I knew would be a tortuous day, my left knee began to hurt. I ran with the pain. By 11, I'd somehow made it to the top of Inchanga Hill, just over halfway, and entered the heat of the day. The fun was long gone. Almost a full marathon still lay ahead, and I had six hours to finish it.

Tens of thousands of spectators along the route helped the time pass. Whole families turned out with lawn chairs, blankets and barbecues to spend the day cheering and encouraging the runners. Volunteers at 50 refreshment points passed out thousands of gallons of Coke and water, tons of chocolate and bananas, and barrels of Vaseline. After halfway, physiotherapists rubbed and wrapped muscles and joints. Runners who now looked like mummies hobbled toward Pietermaritzburg.

Bailout buses wound their way slowly along the route, picking up those who could go no further. They looked more and more inviting, or even inevitable, as cramps seized my legs from toes to hips. Nothing but mass collective lunacy can explain how 11,000 runners, 85% of those who left Durban at 6 a.m., would finish. Yet, just as the

sun began to set, after almost 10½ hours on the road, I caught sight of the lights of Pietermaritzburg's Jan Smuts Cricket Stadium.

There was pandemonium there. Each year almost half the runners flood in to finish in the last hour. Thousands of supporters cram the bleachers and field to cheer all the finishers, and crane their necks to find their runner. Friends finished arm-in-arm. Husbands and wives crossed the line holding hands. Comrades tradition requires that strangers help those worse off limp the last few yards, sometimes onto stretchers.

In the day's most dramatic moment, the cut-off gun went off at exactly 5 p.m. The person charged with this task stood with his back to the field, lest the sight of runners lunging and crawling for the finish influence him. The last person to cross, in 10:59:59, was treated with almost as much glory as the first, who finished more than six hours earlier.

Comrades lore insists that every finisher is a hero, and the exact time my fever broke mattered little to me. I was grateful to have survived. Nevertheless, the record shows, and we'll never forget, that on May 30, 1992, Larry Schwartz completed Comrades in 10:34:15, John Dinger in 10:46:57 and Bobby More in 10:49:37. ■

## News Highlights

### Consulates in Vladivostok, Seattle; Antwerp closes

The United States will open a consulate general in Vladivostok, in eastern Siberia, and Russia will open a consulate general in Seattle, the White House has announced. In a second agreement between the countries, "Russian officials will have the same opportunity to travel in the United States as do American citizens, and a comparable opportunity will apply for U.S. officials in Russia," the White House said.

Meanwhile, State announced the closing of Consulate General Antwerp and of the Belgium Secure Logistic Operation in Paal, a Department transportation facility.

The Department said it would establish in Vienna a U.S. delegation to the Conference on Security and Cooperation in Europe, headed by Ambassador John C. Kornblum. This delegation will combine all operations relating to the conference and will also assume the functions of the delegations to the negotiations on conventional forces in Europe and on confidence and security-building measures. Both of the latter delegations have ceased to exist.

The Department's Office of Independent States and Commonwealth Affairs has reorganized, with Larry C. Napper as director and John Tefft as his deputy. There are now desk officers for each of the 12 countries of the former Soviet Union.

The official spelling of one of those countries has been changed to Belarus. □

### Leadership of Open Forum is no longer full-time

The chairmanship of the Secretary's Open Forum will no longer be a full-time position, according to a Department Notice of July 6. The man or woman elected to the post by members of the organization will voluntarily conduct the business of the forum concomitantly with his or her regular full-time assignment.

Balloting for the chairmanship was being conducted in August (a winner had not been announced as this publication went to press). There were four candidates—John K. Bauman, Carol Glunt, Charles Goolsby and Rosemary D. O'Neill.

Until last year, the forum had sponsored a speakers program and published a journal, *Options*. Its sole program activity during the 1991-92 term was to counsel employees who were contemplating filing or had filed messages in the Dissent Channel, which is monitored for the Secretary by the forum. Earlier, the vice chairmanship of the forum was also a full-time position. □

## Poetry, Narrative, & other Genres

A Literary Journal of the Foreign Affairs Community  
Volume 1 Spring 1991



(Cover art by Elisabeth Kaplan)

### Foreign affairs literary journal is off the press

The first issue of a literary journal by and for members of the foreign affairs community (*STATE*, May 1991) has been published. Its name is P.N.G. (for "Poetry, Narrative and other Genres"). Authors are from the State Department and related agencies.

Copies are available by mail from Richard Kaplan, Room 567, U.S.I.A., 301 Fourth Street S.W., Washington, D.C. 20547. The price is \$5, with checks payable to Mr. Kaplan. Contributions, too, should be addressed to him. A second issue of the nonprofit periodical is projected for next spring. □

### Schedule for 'State of the Arts' series

Pianist Fabian Faccio will be the next performer, at 12:30 p.m. September 9, in the Dean Acheson Auditorium in the "State of the Arts" concerts, which are offered to employees free of charge. The recitals are given at that hour on selected Wednesdays.

In the East Auditorium, Barbara Johnson will sing on September 30, accompanied by Scott Matthias, and James Wilkerson, a contemporary jazz/gospel pianist, will perform on October 28.

"Tango," a film directed by Margo

Fisher will be shown on September 23 in the Dean Acheson Auditorium. □

### Hispanic employees will meet on September 10

The Department's Hispanic Council will meet in Room 6245 on Thursday, September 10, at 12:30 p.m. to organize council events for the next year. Planning for National Hispanic Heritage Month in October and the 500th anniversary of Columbus' discovery has begun, but volunteers are needed to assist.

At the meeting the council will hold its annual election of officers. All Hispanic employees are invited to attend. For information, contact Paco Palmieri, 647-1221. □

### State investigator pleads guilty on false claim

Thomas R. Tarla, who was a supervisory criminal investigator with the Office of the Inspector General, has pleaded guilty to one count of false claims in connection with his temporary lodging allowance. He was sentenced to two years' probation, with two months' supervised home confinement. He must pay \$9,610 in restitution and a \$1,000 fine. Mr. Tarla resigned from the Department during the course of the investigation.

The court action came after an investigation by the Diplomatic Security Service of his claims for lodging dating to 1987-88, in connection with a transfer from San Francisco to the Washington area. The case originally came to the attention of the Inspector General's Office, which referred it to Diplomatic Security for an independent investigation. □

### Global maritime distress system to be discussed

The working group on radiocommunications of the Subcommittee on Safety of Life at Sea will conduct open meetings at 9:30 a.m. September 17, October 15, November 19 and December 17 in the Department of Transportation headquarters building, 400 Seventh Street S.W.

The purpose is to prepare for the 38th session of the International Maritime Organization's Subcommittee on Radiocommunication, which is scheduled for January in London, England.

Agenda items include implementation of the Global Maritime Distress and Safety System. Members of the public may attend. For information, contact Ronald J. Grandmaison, (202) 267-1389. ■

# Foreign Service Families

## Heading overseas? Here's a rundown on child care

The "Composite Child Care Report for 1992," published by the Family Liaison office, is now available for Foreign Service families bidding on new assignments.

Announcing publication of the new report, Maryann Minutillo, Director of the Family Liaison Office, said: "Child care is an increasing concern for Foreign Service families. With a rise in the number of tandem couples, single parents and spouses who wish to continue to work while posted overseas, it's important that accurate information on child care at posts worldwide be available." The report details the availability of child care facilities, post by post, in three categories: child care in the embassy or consulate, local day care and home care. It will be updated annually.

She said another report useful for families considering onward assignments, the "Semiannual Dependent Employment Composite Report," has just been updated by her office. This document gives bidders an overview of the employment opportunities for dependents overseas.

Copies of both reports have been mailed to all posts and are available in the Family Liaison Office, Room 1212A Main State and at the Overseas Briefing Center in the Foreign Service Institute. □



**FAMILY LIAISON OFFICE**—*Michael Ann Dean*, publications coordinator, with information packets on life in the Foreign Service.

Twenty-six titles are available. To sign up for mailings, fill out a form in Room 1212A or contact your community liaison office at post.



**LUXEMBOURG**—*Le Rowell*, wife of the ambassador, receives the Association of American Foreign Service Women/Secretary of State's Pin for Volunteerism from deputy chief of mission *David Dlouhy*.

## Most Foreign Service retirees settle here

Most Foreign Service retirees are clustered in less than one-third of the 50 states, and nearly one-third choose to remain in the District of Columbia, Maryland and Virginia, according to a computer run on current addresses of more than 11,000 retirees.

The Office of Retirement and Career Transition, headed by James A. Mattson, reported there are 1,294 retirees in Maryland, 1,070 in the District and 1,069 in Virginia, with many of the rest in the south and west.

Other states that serve as magnets: Florida, 1,231; California, 960; Texas, 355; Arizona, 290; New York, 253; North Carolina, 248; Washington, 224; Massachusetts, 193; Pennsylvania, 186; New Mexico, 127; Oregon, 121; Georgia, 115; Colorado, 106. All the other states have less than 100

retirees in residence.

As to those moving to foreign countries, the tally showed France, with 83, to be the most popular, followed by the United Kingdom, 56; Germany, 32; Italy and Spain, 25 each; Sweden, 24; Canada, 23; Mexico, 21; Belgium, 12; Australia, Austria, Brazil, Portugal and Thailand, 11 each; Philippines, 10. □

## New memorial plaque

The Association of American Foreign Service Women, planning to establish a memorial plaque for family members who died while accompanying employees overseas, is seeking information on such individuals. Nominations should be sent to Christine Shurtleff, 7032 Wyndale Street N.W., Washington, D.C. 20015. The association also needs volunteers to research archival material. For information, call Lesley Dorman, (202) 484-3497. ■

## Overseas Operations

### There's no business like U.S. business when you're at post

Here's how one U.S. envoy in Europe gets on with the show

BY ROY M. HUFFINGTON

*The author, from Houston, has been active in the oil and gas industry and in learned societies.*

**W**HEN I BECAME ambassador to Austria two years ago, I made promotion of U.S. business one of my top priorities. I wanted to become the ambassador in the first place because I knew there were tremendous possibilities for increasing U.S. business in this part of Europe, what with the fall of communism and the emergence of democracy and private enterprise. Using Vienna as a base, I wanted to help U.S. firms and encourage economic and commercial development in the region.

My objective dovetailed with Deputy Secretary Lawrence Eagleburger's efforts to activate all embassies to assist U.S. firms outside the United States, and his "Bill of Rights" for U.S. companies. As a former businessman, I had many years of experience outside our country. The company I owned operated in about 55 nations around the world. I knew from my own experience that, in markets overseas which appeared risky, there also were tremendous opportunities for U.S. companies that were willing to work on them.

During my first two months in Vienna in 1990, I met with many American business people who stopped by my office before going on to countries in central and eastern Europe. Almost without fail, they asked me: "How can we do business in those countries?" They wanted to develop deals, but they didn't know where to start.

Working with the embassy staff here in Vienna, I developed with them the idea of hosting a major conference on business opportunities in central and eastern Europe. Our team consisted of Benjamin Brown, the senior commercial counselor; Stephen Leacy, commercial attaché and Edward B. O'Donnell Jr., economic counselor. Our team goal was to bring small and medium-size U.S. firms into contact with firms in the new markets of central and eastern Europe. We wanted to promote not only U.S. exports but also all types of other business investment activity—establishment of new U.S. companies overseas, joint ventures, licensee agreements, distributorships, etc.

Vienna is at an ideal location for a regional conference—a traditional gateway



At the conference, from left: U.S. Ambassadors Kenneth Hill (Bulgaria) and Charles Thomas (Hungary), chargé Mike Hornblow

(Poland), Ambassadors Roy M. Huffington (Austria) and John Davis (Romania).

to eastern Europe, seen by Europeans as a "neutral" location for business meetings. Furthermore, Austria has a good infrastructure of experienced banks, communication and transportation systems, companies, legal and accounting firms and trading houses, which understand how to do business in the East. Almost 300 U.S. firms, more than 85% of them with responsibilities throughout central and eastern Europe and the former Soviet Union, have located in Austria for this very reason.

Our first Danube Basin Conference took place in Vienna on June 10-12 last year, and was attended by over 270 persons, including the U.S. Secretary of Commerce and seven U.S. ambassadors. Our initial effort helped develop a network of new contacts between U.S. and eastern European firms. Building on our success, we organized a second conference this year, attended by about 350. Last June 1-2, we brought together over 100 U.S. firms and about 120 government and business representatives from Czechoslovakia, Hungary, Poland, Bulgaria and Romania. We also had representatives from Slovenia and Croatia. Austrian firms with experience in

central and eastern Europe were included as potential business partners for U.S. firms.

This year's conference emphasized case studies of U.S. firms with investments or export success in the area. We developed a list of over 70 U.S. joint ventures and business deals which have been concluded recently in the new market economies of central and eastern Europe. Our program included senior representatives of U.S. Government and other groups which provide financing for investments, trade and feasibility studies. We offered presentations to the U.S. business representatives regarding financing available for central and eastern Europe. Speakers from Washington included Fred Zeder, president of the Overseas Private Investment Corp.; John Macomber, president and chief executive officer of the Export-Import Bank of the United States; Jose Martinez, director of the U.S. Trade and Development Program; Carol Adelman, assistant administrator of A.I.D.; and Bill Curran, U.S. executive director of the European Bank for Reconstruction and Development. From the private sector we heard from former Illinois Gov. James R. Thompson and John P. Birkelund, chief



Organizers of the embassy's Danube Basin Conference, from left: economic counselor Edward B. O'Donnell Jr., Ambassador Roy

M. Huffington, commercial attaché Stephen Leacy, senior commercial officer Benjamin Brown.

executive officer of Dillon, Read & Co. and chairman of the Polish-American Enterprise Fund.

For our 1992 conference, it was not as



Former Gov. James R. Thompson speaking on Illinois firms which have been successful in central and eastern Europe.

easy to sign up U.S. firms as it was the year before. The business slowdown, interest in other parts of the world and other factors initially made our recruiting difficult. During March, I traveled to a dozen cities in the United States to appeal to business people to take advantage of the new opportunities in Europe. After much work and effort by the staff of Embassy Vienna and volunteers whom we recruited to organize telephone banks, over 100 U.S. firms decided to come.

Our conference was entirely post-organized and financed from participants' fees (which the U.S. taxpayer should be pleased to hear). The American Chamber of Commerce in Austria helped organize the event, and we also received invaluable assistance from the Austrian government, firms, banks and other groups.

One special feature of this year's conference was a "matchmaking" service organized by the UN Industrial and Development Organization on a contract basis. Before the conference, we asked each participating company about its products, services and objectives at the time of the meeting. Using this information, we made over 500 appointments between U.S. firms and the eastern Europeans, to discuss poten-

tial business deals. While it's too early to discern results, we're certain that many of these contacts will lead to exports and profitable overseas investments.

Another special feature, offered to U.S. firms, was the option of participating in joint venture agreements with Austrian firms experienced in these new markets. One of our case studies profiled Tishman Realty of New York and the Austrian firm, Warimpex, which jointly will build an \$80-million hotel in Warsaw. This example served as a model for future Austrian-U.S. cooperation.

The exchanges between U.S. business people and eastern Europeans worked well, and enabled people to bridge most of the cultural gaps. The U.S. ambassadors brought government and business representatives from their host countries—Ambassadors Charles Thomas (Hungary), Shirley Temple Black (Czechoslovakia), John Davis (Romania) and Ken Hill (Bulgaria) and chargé Mike Hornblow (Poland). The presence of the ambassadors and embassy representatives helped greatly in the generation of new business.

Cultural understanding, however, wasn't always perfect. One country delegation of government and business leaders (which country will remain unidentified) was assigned a meeting room at the Hilton hotel where our conference was held. Conference participants were told to go to that room to meet with them about projects in that country. After a few hours, U.S. business people began complaining to the embassy that they were being "thrown out" of that country's room. We learned that the eastern Europeans thought that the conference room was for their own meetings, and they couldn't understand why all these Americans wanted to come into "their" room. We carefully explained the importance of having meetings with the U.S. business representatives and keeping an open door for U.S. firms.

Planning for the Danube Basin Conference required the support of our entire country team—the Foreign Commercial Service, the economic section, administrative section, the U.S.I.A. press office and others. Officers and staff were drawn from various sections to serve as control officers for V.I.P.s, and to undertake projects.

I strongly encourage other posts to consider organizing such regional events, as a way of helping U.S. businesses learn about new markets. I know from personal experience that the private sector very much appreciates the assistance such an event can offer. ■

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## With the Military-I

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### Mama State sings: 'I didn't raise my boy to be a soldier'

But she sends her kids, anyway, for a peek at the Pentagon

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BY DAVID T. JONES

**T**HE RELATIONSHIP between warriors and diplomats has been chronicled for centuries, with public appreciation of the encounters usually dependent upon who was writing the article, book or report. Much as both soldiers and diplomats would happily do without the other, foreign affairs and military activity often mix, and the opportunities for mutual misunderstanding are legion.



Mr. Jones

To bridge this gulf and to emphasize in bureaucratic terms that we're all working for the same Government, the Departments of State and Defense have created positions known as the political adviser, which have existed at least since Robert Murphy advised World War II commanders and which reflect French Prime Minister Clemenceau's dictum that "war is too important to be left to soldiers." (The reverse is that "peace is too vital to be left to politicians.") The advisers also constitute recognition that U.S. military power is global, that no senior military figure operates solely in a military arena and that the international consequences of uninformed action can be tragic, perhaps counterproductive.

Today, the advisers are at the pinnacle of the State-Defense exchange program. Currently, State details 10 senior Foreign Service officers as advisers. They serve a variety of military masters, from the supreme allied commander in Europe to the commandant of the Coast Guard. During my two-and-a-half-year tour, I was assigned as the "assistant for international affairs" to the Secretary of the Army, the Army chief of staff and the Army staff. I was the only adviser for a service chief.

The opportunity for a tour as the Army's political adviser seemed to follow from my background. I had been the proverbial young Army lieutenant. I continued as an Army reservist and had spent much of my State Department career in politico-military affairs, so I assumed the transition from State to the Pentagon would run smoothly. In fact, the experience was somewhat equivalent to having learned a



The Pentagon. (U.S. Navy photo by Dave McLean)

foreign language from tapes at the Foreign Service Institute and then being dropped up-country with native speakers. I knew the basic vocabulary and grammar, but it was a scramble to fill in the blanks.

For any adviser, however, the first question is definitional. The Army asks: "Just who is this guy and what does he do?" Among those hearing my title for the first time, I got three reactions: those who asked whether I gave advice on U.S. domestic politics and legislative strategy; those who assumed that the political adviser is the U.S. ideological equivalent to the late, unlamented Soviet political commissar; and those who concluded that my role was akin to being a missionary among cannibals, directed toward bringing civilization to where it wasn't.

Amusing as these misconceptions may be, they epitomize the basic starting point for the adviser's relationship with the military. It is the adviser's first diplomatic test: to convince his supervisor that, at a minimum, he'll do no harm, and that he isn't a State Department spy.

Ultimately, the adviser has a constituency of one: the military commander to whom he's assigned. Although an adviser normally makes himself available to all

members of the commander's staff, his basic relationship is defined by the commander. The adviser seeks to gain the commander's personal trust and confidence; to be effective, he must have the commander's professional respect. This can be difficult at times. While a new commander is familiar with the military trappings of his surroundings, from previous experience (personal aide; security guard; chauffeured vehicle; spacious office), having an adviser (Government-issue, one each) is a new experience for a senior officer whose previous relations with diplomats were probably tangential rather than detailed. Fortunately, however, I found confidence-building an essentially easy task, with senior Army officers sophisticated in politico-military dealings and aware of the general utility of diplomats.

So just what does an adviser do? The quick answer is a little bit of everything. In its most essential terms, the role is relatively mundane. An adroit State Department representative can provide a military figure with insights on how his actions or inaction will affect foreign relations with specific countries. Can you seat a Greek and a Turk together? (Yes, but why make either/both uncomfortable by doing so?). Which coun-

tries should I visit and which leaders should I invite to meet with me? What would be the effects of attacking (or avoiding) culturally-related targets in Iraq? What's really happening in the Soviet Union and what does it mean for the United States, Nato and the Soviets? In short, if it happens on the ground, the Army is interested, if not concerned. Thereby, the mandate is unlimited, but generally advisers:

—*Serve as a foreign affairs resource.* This is the obvious, basic rationale for any adviser and cannot be overstated. While many military officers are knowledgeable and talented in foreign affairs, this is by definition their second skill. For Foreign Service officers, international relations is our primary "military occupation specialty." On the Army staff, the adviser is a one-man State Department, globally wide if on occasion only a millimeter deep. But I never hesitated to holler help to friends and colleagues at State or elsewhere, who invariably cooperated with information and insight to help me look good to the Army.

—*Provide a sanity check.* If a foreign affairs proposal looks good to an adviser, it may ultimately be wrong but at least it's reasonable and logical. And if the proposal goes wrong while the adviser has endorsed it, at least the blame can be shared. In my observations on foreign affairs, I never suggested I was omniscient, just that I was rendering a professional judgment. The adviser is rarely in the position of attempting to reverse an Army proposal. Rather, he might seek to alter it a few degrees, to add another dimension or integrate further information. On the other hand, an adviser is never more valued than when a staff officer has misstepped on a foreign affairs point and needs a retrieval operation.

—*Offer the staff a pipeline to senior levels.* Any major organization is paper-bound, and the ability to reach its senior leader directly is prized. The adviser has that access, and is regularly approached to advance a special staff interest that has gotten lost or waylaid in the bureaucracy. I have been the champion of orphan causes, but I needed to give them a bureaucratic D.N.A. test to determine parenthood before adopting them as my own.

The adviser's early task is to become familiar with certain basics, such as:

—*The Army is not the Joint Chiefs of Staff.* This is often a surprise to State Department diplomats. They deal with Defense in interagency clearance and coordination efforts, but they do not deal with soldiers, sailors or airmen as service representatives. They deal with "purple suiters" from the Joint Chiefs who represent a com-

bined, coordinated military services viewpoint. State doesn't care if the Army and the Navy are at loggerheads or whether the Marines and Air Force agree. State simply demands a Joint Chiefs position, and it's up to the chiefs to sort out the interservice rivalries.

—*The Army is parochial*—parochial not in its pejorative sense, but in its classic definition of focusing on a special interest. But, that said, if there's anyone on the Army staff who's worried about a 400-ship Navy or the fate of the B-2 bomber, he's in the wrong job. Such are not his concerns, nor should they be. Consequently, the concerns of the Army chief of staff are those of



Entrance to one of the secure areas. (Department of Defense photo by Helene Stikkel)

the U.S. Army, from the quality of the Army green shirt to nuclear weapons modernization for its combat forces. I found during daily Desert Shield/Storm briefings, for example, that a 45-minute session might include 90 seconds on the activities of the Navy and Air Force. Over time, I found that I adopted the Army's tunnel vision; it's a very wide tunnel, but still a tunnel. I saw fewer sections of the Pentagon than I did while I was working at State—but I also saw many more bureaus and agencies at State while I was coordinating Army issues than while I worked in the Department.

—*The Army is a youth movement.* In contrast to most Washington bureaucracies, the military is young. The chief of staff is an "old man" in his early 50s. Virtually all military officers are retired at a point where civil servants are just getting a professional second wind. The positive element is the

youthful (in relative terms) energy with which even senior officers attack problems and issues. Time is not a friend; problems are to be solved now. The reverse is that standard bureaucratic delay generates impatience.

—*The Pentagon is not a pyramid.* The Army itself has a standard organizational hierarchy—the classic bureaucratic pyramid. Theoretically, there are eight enlisted men for every officer and, from top to bottom, fewer officers at each grade than in the grade below. In the Pentagon's Army staff, however, the standard organization is turned upside down. There are many more officers than enlisted men. There are more lieutenant colonels (and sometimes it seems more lieutenant generals) than lieutenants. Life in the Pentagon can give you a very curious image of the Army.

As to learning the tribal mores, anyone joining a new organization gains a series of instant impressions. The facilities, the people, the way of doing things strike odd, sometimes jarring, notes:

—*The eternal Pentagon.* The Pentagon will probably be labeled an historic monument before the Department of State. Although it has an institutionally ugly exterior characterized by 1930s' W.P.A.-style architecture, the unique nature of its design renders it a Washington, indeed global, landmark. It is infinitely more memorable than the square block in Foggy Bottom from which the State Department runs its operations. If the miles of interior hallways off the main corridors frequently reflect the gloom and deterioration that beset 50-to-60-year-old Government buildings, they are suitable precursors to what today's quick and dirty construction will resemble in considerably less time.

The Pentagon does have the redeeming virtue of turning many of its hallways into semi-museums showcasing combat memorabilia, commemorating the lives of martial figures, displaying World War II art and portraits. The upshot has been a more frequent Pentagon stop on the tourist itinerary than at the State Department's diplomatic antiquities on the eighth floor. The Pentagon informally is the U.S. national war museum.

—*Abbreviations writ large.* I won't belabor the normal acronym stories. Each bureaucracy has its own idiosyncrasies. (Why does H stand for congressional relations at State? Because H stands for Hill. Simple, isn't it?) Foreign Service officers learn new languages and bureaucracies with almost every assignment, e.g. Nato-ese, UN-speak. The problem in a new organization is never simply learning the meaning of



new acronyms but unlearning old ones. Thus I still think twice to recall that the Das in the Pentagon isn't the deputy assistant secretary but rather the director of the Army staff. But I found I wasn't alone, as frequently senior Army officers didn't know the acronyms being used by other senior officers and had to refer to all-knowing colonels. Finally, however, I learned to think in the Pentagon's foreign language: I now refer to Specat (special category) messages instead of Exdis (exclusive distribution).

—*The Army loves to brief.* Foreign Service officers at State are used to communicating with senior levels through briefing papers. The Army prefers oral presentations. At State, papers wend their way up the ladder until they reach decision-makers. Although there are similar, indeed monumental, paper exercises for the Army staff, Army officers are masters of the set-piece briefing, with word processor-generated slides to cover every topic from the itinerary of a visiting general to the reorganization of the Army in the year 2000. I finally concluded that the Pentagon has never met an audiovisual aid that it didn't like. In contrast, State has never met an audiovisual aid.

At State, a Foreign Service officer can spend an entire career and never deal with the Secretary face-to-face. On the Army staff, subject experts—young majors and lieutenant colonels—brief the chief of staff and Secretary of the Army while their supervisors provide supporting roles. The positive side is the exposure of mid-grade officers to senior leaders. The negative is the enormous amounts of time devoted to preparation of and "prebriefing" presentations.

For a diplomat it's fascinating to watch how at senior levels these briefings and meetings are carefully choreographed. Army protocol prepares a chart for each meeting to tell every participant exactly where to sit. None of the catch-as-catch-can seating that characterizes a meeting at State. My first reaction to these seating plans was puzzlement that adults would need such direction. I knew I had adapted to the Army game rules when I turned to the protocol officer for guidance before I entered the meeting room.

—*The rigor of rank.* State is almost ritualistically casual. Other than the Secretary or the ambassador at post, we Foreign Service officers first-name our most senior officers—"Larry," "Reg," "Bob." The Army, however, is ferociously formal. I heard major generals say "sir" to lieutenant generals, who say "sir" to generals. I have even heard general officers of equal rank



This alcove in the Pentagon recognizes the American military leader. Panels reflect

points in his career. (Department of Defense photo by Helene Stikkel)

saying "sir" to one another. Usually accorded the protocol rank of major general, the political adviser fits ambiguously into this schema, with military staff groping for a hint. In the end, everyone who was comfortable with the concept of State's informality used my first name; to others I was "Mr." or (the always safe bet) "sir."

—*A love of vivid language.* Vivid doesn't mean expletive-filled, merely memorable. State officials are anecdotal and have their own vernacular, which tends to the elegantly clever. Listening to Army staff characterizations gave me a new appreciation for the richness of English. The security officer's identification badge is a "shoot me first button." The excited action officer is running about "with a rat in his teeth" or "with his hair on fire." The principal point in an issue is "the long pole in the tent," and a complicated action must be carefully "wickered" to get all concerned in agreement.

—*Security is serious stuff.* Probably to the dismay of State Department security officers, diplomats remain rather casual about physical security. The Army and the services, however, operate far more by the rules: personal signature for some documents; cover sheets on classified material; locked doors for brief office departures; "double checks" for safes and offices. In short, the Army practices all the rituals diplomats learn during their basic training at the Foreign Service Institute but then observe more in the breach.

—*Still a man's world.* The armed serv-

ices in general, and the Army in particular, have worked hard to emphasize and ensure gender equality. More than 10% of the Army is female, and stiff regulations suppress sexual harassment and promote equal opportunity. Yet any real female presence at senior levels is a good generation away, and any serious observer recognizes this point. Exclusion from combat units weighs against selection for commands from which the most senior leaders are derived.

None of the senior officers on the Army Pentagon staff is female; the key action officers on the staff are male. Throughout the daily staff briefings for Desert Shield/Storm, of 100 or more officials attending, only one female (a senior civilian) was regularly present.

Now for the rewards: an adviser has a rare opportunity to work with and directly influence a senior figure whose bureaucratic role is military but who often has tremendous foreign affairs leverage. The effect of the area commanders on Europe, on Southwest Asia, on Latin America is obvious. The chief of staff of the Army has global responsibilities through the assignment and stationing of Army forces overseas. Other senior military officials have significant foreign affairs influence. As a privileged outsider operating within the military system, I sought to be part of the solution without being part of the problem. To be able to make a contribution at that level, be it during Desert Storm or during peace, can be a highlight of any Foreign Service officer's career. ■

## With the Military—II

### State political adviser gets the jump on a new job

He tried to hit the ground running—but ouch!

BY W. SCOTT MILLER III

*Before donning his parachute, the author worked on politico-military affairs and on the management side of the Department.*

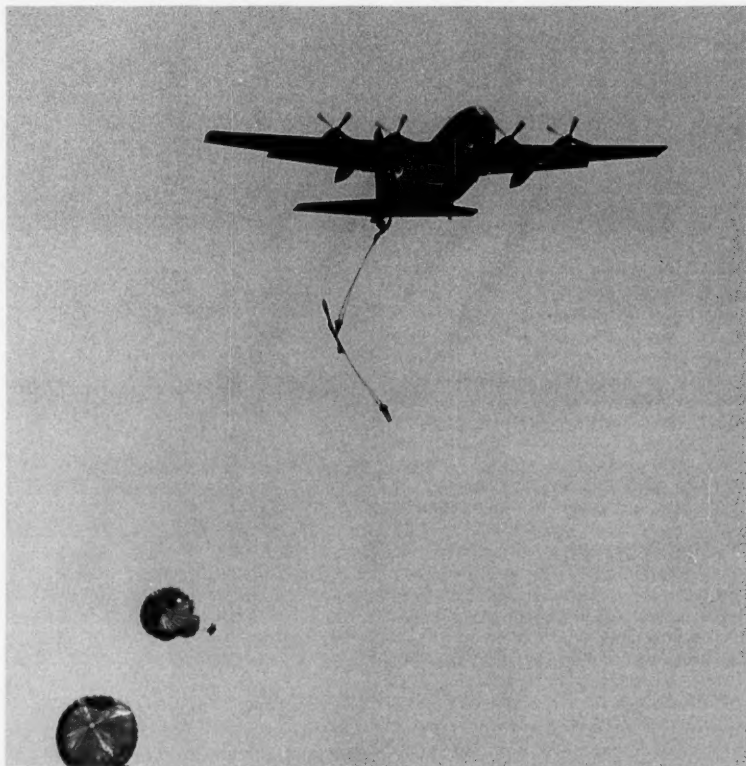
**W**ELL, HERE I WAS in the military as sort of a different guy. I was a Foreign Service officer assigned as a political adviser to the U.S. Special Operations Command, and I hadn't had any military experience. So, in order to facilitate my working relationship, I decided to do something out of the ordinary. I asked General Carl Stiner, the commanding officer, if I could attend the jump school at Fort Benning, Ga., with the people I'd be working with.

The general seemed delighted. Arrangements, including fitting me with battle-dress uniforms or "tree suits" were immediately made. I decided to have "State Dept." put on the tag where the service label normally went, as opposed to trying to pass myself off as military. I had to get boots, dog tags, a pair of ugly, standard army glasses and a very short haircut.

I was in pretty good physical shape. Still, the first week, as well as the second, brought a number of physical and mental



The author is still smiling—because he hasn't jumped yet. It won't be long.



The C-130 flies higher than any job description that was ever written, as the author proves in this photo.

challenges. Every day began with a 5:30 a.m. assembly for a four-mile run in formation, push-ups, sit-ups and chin-ups. If this wasn't enough, push-ups were administered throughout the day for real or contrived transgressions.

Training during the first two weeks involved work on a number of practice aids. The exercises included practicing aircraft exit by jumping off a 34-foot tower, practicing falls/landings on a number of devices, emergency procedures and equipment familiarization. Finally, we were dropped, in a parachute, from a 250-foot tower.

Jump week—that was something else. What was the feeling? Anxiety, mixed with excitement, with long waiting periods. We assembled and donned our equipment in a shed early each morning to await our air-

craft, either a C-130 or a C-141. Finally, the order comes for your platoon to march to the aircraft. Engines are running, you realize that you really are going to jump, and for the first time you're scared. Sergeants are yelling instructions over the noise. The back-ramp of the aircraft closes. 18-year-olds to your left and right are sweating, praying, crossing themselves as hands shake. The aircraft rolls and soon you're in the air. The order is given to stand up. Your legs are now noticeably weak. Now an order to "hook up," or put your static line on the wire running the length of the aircraft.

The doors open—air and noise rush in. You smell the engine exhaust. If you're first, which I was, the order is given to "stand in the door." You stand, toes and hands outside, watch the terrain pass, and await the "go" command. You try not to

—(Continued on Page 32)

## Life in the Foreign Service

### State Department sends a 'desk officer' to Idaho

*There's plenty of foreign policy business where the potatoes grow*

BY CHARLES HERRINGTON

**A**UTUMN, IS AT HAND, and the assignment process is once again upon us. A vacancy in Palau causes romantics to daydream about sailing the vast Pacific; a vacancy for a seventh-floor special assistant will cause the heart of some fast-paced careerist to pound harder.

Who, however, would bid on a Pearson assignment to the office of the governor of Idaho? Well, I did, and I'm happy to have done so. The Pearson program helps the State Department by generating Americans' appreciation for it, and it aids Foreign Service officers by increasing their understanding of the interests of the U.S. citizens we represent. And if that weren't enough, I've found that a Pearson officer can also spend all of his time on foreign policy issues—even in Boise, Idaho.

Before my assignment to the state capital, I'd served three of four Foreign Service tours overseas. As a result, I felt that my family and I could benefit from reacquaintance with America—outside Washington. This made me a natural for the Pearson program. Named for former Senator James B. Pearson of Kansas. He believed that, for the Department to properly represent America overseas, a few officers should live and work in the United States during their Foreign Service careers. I share his views. My assignment to Boise has brought me into close contact with firms and farmers vitally interested in international economics and trade issues. Other groups here have a keen interest in U.S. policy toward the new independent states of the former Soviet Union, as well as Japan, Canada, Mexico and Central America. I've also been able to assist with consular and visa inquiries regarding numerous countries. And I've found that Pearson officers are able to aid public understanding of the Department and help build the domestic constituency it lacks.

But why Idaho? I urged Gov. Cecil D. Andrus, a former Secretary of the Interior, to get his state into the Pearson program because I'd practiced law in northern Idaho prior to joining the Foreign Service. Boise, a city of 125,000, is small enough to lack most urban problems, yet large enough to enjoy most urban amenities. Its location at the foot of the mountains provides access to skiing, hiking, and white-water rafting. The forested, snow-covered Idaho mountains bring to mind the crests of southern Chile



Gov. Cecil Andrus, right, with the author.

and Europe's Alps. The arid foothills just outside Boise are reminiscent of the Bolivian high plains.

Idaho's foreign policy interests closely track its trade patterns. The state's largest export market is Japan, followed by Canada

and Germany, with Mexico in sixth place. The fact that Idaho is the home of more persons of Basque descent than any other American state has sparked great interest here in that region of Spain. Events in the former Soviet Union have made that area of interest as well.

Gov. Andrus, in fact, is strongly interested in supporting the development of democracy and market economies there. In February he threw his support to a proposal made by two Idaho potato farmers who suggested that the state's potato industry donate 100 tons of dehydrated Idaho® potatoes—6.4 million servings—to the new independent states. While the two farmers raised funds and obtained industry support, I worked with the State Department, the Department of Defense and private voluntary organizations to arrange for transport of the potatoes from Idaho to Russia, and distribution in Moscow.

Throughout that period, I studied Russian at home using tapes, and this proved very useful to me only a short time later in Moscow. In late May I led an Idaho delegation to Moscow to distribute the potatoes and to study the Russian potato industry for trade opportunities. Ambassador Robert Strauss, friend of the governor's from the



The capitol in Boise.



Downtown Boise.

time he was Secretary of the Interior under President Carter, gave our delegation a warm welcome and briefed us on Russian politics and economics. Mr. Strauss told us he'd take some of the fresh potatoes we brought him (as a gift from the governor) to Vice President Alexander Rutskoy as part of his effort to broaden Mr. Rutskoy's understanding of the United States. A delegation from a state whose automobile license plates boast "Famous Potatoes" couldn't have asked for more.

Involvement in the Russia project followed naturally from my efforts in Boise to promote Idaho exports by working to eliminate trade barriers. I chose to emphasize such work as a result of my experience in assisting ambassadors who weren't shy about urging their host countries to change the current way of doing things.

I started down the mini-U.S. trade representative path my first week with the governor, after learning that Japan had let molder for five years the Idaho Potato Commission's request for registration of its "Grown in Idaho" trademarks. I reasoned that the commissioner of the Japanese patent office would likely take seriously a request by the governor for his assistance. At the same time, I drafted letters from the governor to Ambassador Michael Armacost requesting embassy support. The President's proposed November travel to Japan (later postponed to Christmas) provided a useful news peg from which to hang an op-ed piece by the governor (which I sent to the Japanese embassy and the Japanese patent office).

Within just five months of this sort of attention, Japan declared the trademarks registrable. The governor engaged in a similar effort with Korea, which had ruled

against registration of the trademarks after a three-year process. Our correspondence with the Korean patent commissioner—and the U.S. and Korean embassies—resulted in July in the reversal of Korea's earlier denial (Japan's action was critical to that decision).

This sort of direct communication by the governor, with embassy support, has resulted in progress on numerous issues that would never have risen to the top of the agenda of the U.S. trade representative in Washington. While removal of small trade barriers with Japan, Korea, Canada and Mexico won't inspire spy novels, I'm pleased that such labors do benefit the Idaho economy.

So a Pearson assignment, while not in the Department's "mainstream," does provide ample room for professional growth. After years of reading mostly about



Michael Loktionov, a private farmer and Stupinsky collective farm official, invited (with five other farmers) to visit Idaho to study U.S. farming methods.

Latin America, my current reading emphasizes Russia, Japan and Canada. Whereas my principal foreign language has long been Spanish, I've spent many hours studying Russian. And, after years of work as a political officer, I'm now immersed in economics and trade issues. If all Foreign Service officers are now going to be expected to be conversant with economics and trade issues, and have experience outside their specialties, the Pearson program is an excellent avenue for accomplishing those goals.

My responsibilities in Boise are to serve as Idaho's "desk officer" to the world. I keep the governor briefed on the policies of foreign countries (and the U.S. Government) which affect Idaho's trade interests. I draft his public statements, articles and letters on such issues.

Handling visits by foreigners also falls to me. In July I arranged the Boise stop for 10 Mexican opinion leaders who were brought here by U.S.I.A. to study the North American free trade agreement. Also in July, I met several times with gold miners from the Amur region of far eastern Russia. In June I worked with Boise's Basque-American community to arrange the U.S.I.A. visit here of the director of foreign relations from the Basque autonomous region of Spain. I had also arranged, though it was later canceled, for an April U.S.I.A. visit by the chief of staff to the president of Kyrgyzstan. (Idaho had entered into a sister state agreement with Kyrgyzstan at the latter's request when its president visited Washington last fall.)

I've often been asked whether I experienced any culture shock on returning to the United States after my last two back-to-back tours abroad. The only such shock for me occurred shortly after my arrival, when I saw the governor walk out of the Capitol by himself. I looked out to the street for a waiting limousine with follow-car blocking traffic, and security agents holding the building and car doors while scanning surrounding buildings for terrorists. Instead, I saw only a typical quiet street which the governor crossed unescorted—not even by an earnest intern with briefing papers!

I believe that Foreign Service officers should consider the virtues of a Pearson assignment. They provide an opportunity to learn about American state policy goals, and to use Foreign Service experience to achieve them—while you're seeing the "real" America, to boot. While I don't know whether my Pearson assignment will be "career-enhancing," I do know that it's been challenging, rewarding and fun. ■

## Drawdown in Belgrade

### No one at the embassy was nonchalant—to say the least

One emotion that was experienced: guilt over departing

BY DALE MCGEENHON

*The author, a free-lance writer, is the husband of one of the staff members who was evacuated.*

WHEN THE PHONE rang at our apartment in Belgrade on Saturday morning last June, it marked the start of our evacuation from Yugoslavia.

As the old Yugoslavia splintered, the embassy had to reflect the country's smaller size. The mission could no longer act as the regional hub for the medical officer, the Department of Agriculture and other agencies. Country-wide programs, such as the Fulbright scholarships, had to be scaled back significantly. The embassy developed a staffing plan to reflect those changes.

These events triggered high levels of anxiety on the embassy staff. Officers wondered whether they would have to curtail their tours, whether their children or spouses would have to leave without them or whether the State Department would decide on an ordered departure that would force nearly everyone to leave.

Finally, the questions were answered that Saturday on June 13 when our phone rang at 9 a.m. An authorized departure had been ordered by the Department, said the caller, Diana Elliott, a secretary in the political section of the embassy. Only those deemed essential personnel and their families would stay. Other workers and their families would have to go. She told my wife, Deborah, an officer with U.S.I.A., that everyone should meet at the deputy chief of mission's house in two hours for more information. About 125 of us, nervous and anxious, packed three large adjacent rooms there. The question in everyone's mind was whether we would stay or leave.

In the weeks before this meeting, many were given contradictory information. Some learned at first they would stay or leave but were told the opposite later. A decision about my wife was changed at least four times. With each flip-flop, you had to switch mental gears, summoning the strength to stay in a war-torn and economically-crumbling area or wrenching yourself from home and job to move back to the United States, where an uncertain future awaited.

A packet of papers was passed around. In it was a list of names of those who would leave. Our names weren't there. But just as



Brian Majewski, left, who monitored the evacuation as head of the Department's Belgrade working group, with the author and

his wife in Washington. (Photo by Tucker Richmond Stewart)

we received the list, my wife's boss approached and told us to assume that we were, indeed, leaving. It was yet another reversal for us.

The decision was to cut the embassy's size from about 90 American employees to 35. The Department wanted the officers and their families to leave quickly, and plans for our departure were already made. The papers we received listed the names of about 40 employees and dependents who would get on a bus Thursday (five days later) to Budapest, then fly to the United States. Another bus with about 35 people would leave Friday. The group seemed relieved. Finally, a firm decision had been made. Now all the guesswork was done, and we felt we could get on with our lives.

Many were on vacation in the United States when the decision was made. No officer out of a foreign country may return when an authorized departure is ordered unless he or she receives specific permission from the under secretary for management. So diplomats were separated from their belongings without the chance to pack them up themselves. It took weeks for their possessions to be shipped to them.

People already in the States were generally "distressed" when they heard the news, said John O'Keefe, the embassy's administrative counselor, who spoke with many of those on vacation. They worried whether they would see their possessions, pets or household employees again.

Many in Belgrade pitched in to relieve the worries of those who couldn't return.



Secretary Diana Elliott, left, with deputy chief of mission Robert Rockmales and his wife.

Lowry Taylor, a political officer, handled the paperwork to ship pets back to their owners. She also arranged visas and contracts for foreign household workers to travel to the United States to continue their jobs with their employers. Others collected left-behind expensive items, such as jewelry or important papers. "We brought over (in our luggage) what we could, what they said they were worried about," said Ms. Taylor, who was evacuated.

Packing out the household effects, usually the larger and heavier items, occurred after people were evacuated. When packers arrived, an American was present in the homes. John Dinkelman, a former assistant general services officer in Belgrade,

returned from his new assignment in London to assist with the pack-out.

Administrative officer O'Keefe said many were disappointed they couldn't return. "They were dedicated to sticking this out," he said. "People wanted to continue to be a part of it." Others in Belgrade, such as my wife and I, wanted to stay until the end of their tours. With the opposition in Serbia gaining strength, we anticipated the start of interesting times. Perhaps there would be a revolution to introduce democracy. Despite the drudgery of living in a nation under sanctions, there was the excitement that we could be witnesses to a bit of history.

Bruce Connuck, a political officer, echoed these views. He was to finish his tour in Belgrade July 9. However, he had to leave about a month early. "For a long time the main scene of action was out of Serbia," Mr. Connuck said. "It was in Slovenia, Croatia and Bosnia and Hercegovina where the fighting took place. As it got into May and June, a lot of focus of political attention was coming into Serbia. That was my beat. The focus came back into my area. It had the potential to be a critical period."

For Foreign Service people, what's tough about leaving post quickly is the abrupt end to friendships. It's a given in our careers that active friendships have a limited life span. But you deal with it: you know how long your tour will be and how long your friend's tour is. You plan your life around that. But when you're snatched from a country, it does three things—it steals the promise from a budding friendship; it forces you to say good-by to longer-known friends under undesirable circumstances; or it erases opportunities to say goodbye at all.

The latter was often the case on the trip from Belgrade to the United States. About 40 of us boarded the bus that took us to Budapest. As you travel together, you can't appropriately say good-by. That occasion needs to occur at a fork in a road, where you go one way and your friend another. These points are hard to find during an evacuation. After the hectic scurrying at airports—going through customs, claiming your luggage, ensuring the kids don't get lost, getting something to eat, finding a chair to rest your jet-lagged body and making connections—you suddenly realize that your friend is on a different airplane. And you hadn't even exchanged phone numbers.

It was also tough to say good-by to the Yugoslavs you'd gotten to know. In the five days between learning he was leaving and



John Dinkelman, center, arrives to help organize the evacuation.

boarding the bus, Mr. Connuck tried to reach his Yugoslav contacts. "It really bothered me that there were some I didn't have a chance to say good-by to," he said.

But even if we did say good-by, what will haunt us for a long time will be the feelings of guilt and sorrow. Despite the anger and frustration over politicians' use of nationalism to provoke racial hatred, civil war, ethnic cleansing and starvation, many Americans feel compassion toward the Yugoslavs.

Guilt and sorrow, then, will creep in whenever we compare what we have with what the Yugoslavs don't.

We have national security. When I called a Belgrade University student to tell him good-by, he asked me what the plans were for Belgrade. What he really meant was whether the United States was planning to bomb the city. So guilt and sorrow come from having to play a dual role: being apolitical in trying to develop a friendship with a Yugoslav and being a citizen of a country that causes that friend to fear for his city, home and even his and his family's lives.

The effects of the drawdown caused a good deal of grief. Many couldn't be interviewed for this article. But I remember hearing comments from people after Saturday's meeting broke up. Some were leaving Belgrade later in the summer anyway and were planning vacations once they arrived in the States. Those plans had to be radically altered, usually at some expense.

Generally, the pack-out itself and the organization of the evacuation received favorable reviews. Flight information and times for packers to come to homes were posted in the embassy. Josie Whisnant, community liaison officer, worked the phones to check in with the departing workers and confirm they had housing arrangements at their American destinations. She also organized the preparation of sack lunches and distribution of crossword puzzles for the adult bus riders and crayons for the children. Mary Jane Thomas, administrative counselor in Budapest, organized our smooth temporary transition into and out of Hungary.

Once we arrived in Washington, we had a meeting at the Department, where administrative staff told us they'd do everything possible to find us new positions and see to many of our needs. That was encouraging. Diana Elliott said, but "a little follow-up would have been nice." Yet, she added, with some perspective: "I've never heard of any evacuee who thought that everything was normal."

For some, there was irony in their evacuation. For Ms. Elliott, who served in Uruguay, Sudan, Nicaragua and Panama, "Belgrade was supposed to be my civilized European tour."

"Our standard of living was better than in Krakow," data processor Ben Zuhl said, "and it was more dangerous living in Manila, but we were evacuated from Belgrade." ■

# Ethics and Your Job



## When someone offers to pay your way

Your reply can be no or yes, depending ...

BY LAURA B. SHERMAN

*The author works in the State legal adviser's Office of Ethics and Personnel.*

**O**NE OF THE MOST FREQUENT questions I get is: "I've been invited to give a speech (or attend a conference) and the organizer has offered to pay my expenses. Can I go?"

To reduce the number of these phone calls, I'll summarize here the invitational travel regulations in the Foreign Affairs Manual (at 2 FAM 964), and I'll provide you with some examples of permissible travel. Then I'd like to cover your travel on corporate jets, frequent-flyer miles and upgrades. As usual, you can reach me for an individual consultation at 647-2350. But please make sure you read the travel regulations before you call.

To begin with, the State Department does have authority to accept payment from non-Government sources for travel and related expenses you incur in carrying out your official duties. 2 FAM 964 sets forth the procedures for all Department employees, whether you're stationed in the United States or abroad, to follow when you're invited, at the expense of a non-Government party to give a speech, attend a conference or seminar, inspect an offshore oil drilling platform, preside at a factory opening or accompany a foreign government official on a tour of the hinterland.

Who has the authority to approve this invitational travel? If you're based in Washington (no matter where you're traveling) you must receive approval from the executive director of your bureau. Travel for employees stationed overseas is authorized by the executive director of their regional bureau for travel out-of-country, and by the administrative counselor at post for in-country travel. The assistant secretary for public affairs also has authority to authorize invitational travel, in cases where public speaking is involved.

How do you get approval? 2 FAM Exhibit 964 contains a set of questions that you should answer fully, either in a memorandum or cable to the executive director of the administrative counselor. These questions are designed to elicit information needed to determine whether your travel relates to your official duties, and to evaluate the benefit to the Department of the travel and the potential for a conflict of

interest. Generally, the executive office will coordinate with Public Affairs when speaking requests are involved.

Once the executive director, administrative counselor or Public Affairs has decided that the trip is part of your official duties, and there's no conflict of interest in accepting the gift (or that any potential for a conflict is outweighed by the benefits to the Department), you'll be issued the travel orders. The orders signify that the Department itself has accepted the gift of travel expenses, not you personally. Therefore, if you file a public financial disclosure report, there's no need to report your travel as a gift.

If the donor is providing an airplane ticket and picking up the hotel bill, any executive director can issue no-cost travel orders. But if the donor has agreed to reimburse the Department for the expenses incurred, then you must obtain travel orders from Public Affairs. Only that bureau has the ability to advance travel expenses and receive reimbursement domestically.

What is appropriate invitational travel? It's travel that (1) assists the Department in carrying out its functions, (2) is a priority use of your time, (3) is for the minimum duration needed to accomplish official purposes, and (4) doesn't create a conflict of interest or the appearance of a conflict. In this connection, you could be a Department official giving a speech on foreign policy to the Boston chapter of the World Affairs Council; a consular officer or Bureau of Consular Affairs employee participating in a panel on U.S. visa practice at, say, the annual meeting of an association of immigration lawyers; a consul general traveling to a city within the consular district to participate in the opening of a U.S.-foreign joint venture; a desk officer addressing a meeting of a trade association interested in exporting its members' products; or the deputy chief of mission accompanying a foreign minister on a tour of the minister's home district.

The Department discourages travel on corporate jets. Since corporate travel raises a greater potential for a conflict of interest or the appearance of one, the benefit received by the Department would need to be compelling before such travel by you would be approved.

Can you use frequent flyer bonus miles to upgrade your coach ticket? Probably not.

Bonus miles earned on official travel belong to the Government. Use of those miles to upgrade seating from coach to premium class isn't allowed unless your use of premium class is authorized in advance by Department and bureau policy. In other words, if the bureau could have authorized travel by business class, you could use frequent flyer miles to upgrade your ticket to business class.

Finally, can you ask for a courtesy upgrade at the time a ticket is purchased, or at the airport? Unfortunately, the answer is no. In effect, asking for an upgrade is soliciting a gift. If the airline itself offers the upgrade, can you accept? In most cases, yes.

\* \* \*

A footnote to last month's article: The White House has advised that a criminal statute may preclude all federal employees from contributing to Bush-Quayle '92, the authorized campaign committee of the President. ■

## State-ing the facts

By Barbara Quirk

—What was the "Princess Ball" at State?

—In which country is punctuality considered a must, with post employees advised to arrive at dinner parties no more than five minutes late?

—Which is the northernmost American embassy? Which is the southernmost?

—Which ambassador is the father of 12 children? (Answers on Page 79)

## Electronic mail expands

Fifty-six overseas posts now have electronic mail capability on the Wang, with 12 more slated to have it by the end of October. Posts can send and receive unclassified messages to other posts and to Washington, as well as transfer data and clear documents. Electronic mail should not be used for cable traffic, according to a Department Notice. For information, call Ed Courlang, (703) 875-7811. □

## Shuttle change

Minor changes have been made in the International Center shuttle bus schedule. The circuits that formerly departed from Main State at 10:35 a.m., 11:35 a.m. and 12:35 p.m. now depart 10 minutes later. □

# Education and Training

## Schedule of courses at the Foreign Service Institute

Program	Sept.	Oct.	Nov.	Length
<b>Area studies: intensive courses</b>				
Africa, sub-Saharan (AR 210)	—	13	—	2 weeks
East Asia (AR 220)	—	13	—	2 weeks
Latin America/Caribbean (AR 230)	—	13	—	2 weeks
Near East/North Africa (AR 240)	—	13	—	2 weeks
China (AR 250)	—	—	30	2 weeks
South Asia (AR 260)	—	13	—	2 weeks
Southeast Asia (AR 270)	—	13	—	2 weeks
Central Eurasia/East Europe (AR 280)	—	13	—	2 weeks
Western Europe (AR 290)	—	13	—	2 weeks
<b>Area studies: advanced courses</b>				
Andean (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.			
Arabian Peninsula/Gulf (AR 541)				
Balkans (AR 583)				
Baltic states (AR 584)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
The Caribbean (AR 538)				
Central America (AR 539)				
Central Asia (AR 586)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Hungary, Czechoslovakia (AR 582)				
Iberia (AR 591)				
Indonesia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone Africa (AR 514)				
Malaysia (AR 575)				
Mexico (AR 531)				
Mongolia (AR 524)				
Netherlands (AR 595)				
Northern Africa (AR 515)				
Philippines (AR 574)				
Poland (AR 587)				
China/Hong Kong/Taiwan (AR 521)				
Russia/Ukraine/Belarus (AR 581)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
South Caucasus (AR 585)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Thailand, Burma, Laos (AR 572)				
Turkey (AR 543)				
Vietnam/Cambodia (AR 573)				
<b>Language and advanced area courses</b>				
French (LFR 100)	21	26	23	24 weeks
German (LGM 100)	—	26	—	24 weeks
Italian (LJT 100)	—	26	—	24 weeks
Portuguese (Brazilian) (LPY 100)	—	26	—	24 weeks
Spanish (LQB 100)	21	26	23	24 weeks
<b>Familiarization and short-term (Fast) courses</b>				
Albanian (LAB 200)	—	26	—	8 weeks
Arabic (modern standard) (LAD 200)	—	26	—	8 weeks
Arabic (Egyptian) (LAE 200)	—	26	—	8 weeks

—(Continued on next page)

## Career center enhances programs and staff

The Career Development Resource Center in Room 913 at State Annex 3, Rosslyn, has added three self-guided, computerized programs to help employees plan their careers:

—“Power Words” offers tips on writing Government resumes (171s).

—“Quick and Easy” formats 171s.

—“Federal Occupational and Career Information System” provides information on over 560 Government occupations.

The center has added a second career counselor, Doris Minneman, who is available to help employees assess their career goals and develop a plan of action. Contact Ms. Minneman or Tanya Bodzin at (703) 875-5947. □

## Interdepartment seminar set for September 8-18

The Foreign Service Institute is offering a foreign affairs interdepartmental seminar for employees at grade levels FS/FP-2 or GS-13 and above, September 8-18.

The course features speakers from Government, universities and research and business organizations, who will discuss economics, terrorism and narcotics, as well as the interaction of agencies, lobbyists and Congress in the foreign policy process. For information, call (703) 875-5140. □

## 5-day workshop on negotiations

A five-day workshop in the negotiating art and skills will be given at the Foreign Service Institute, September 21-25. Participants will receive instruction in basic negotiating skills and practice them in role-playing sessions.

Experienced negotiators and peer review will help participants apply these techniques in a variety of bargaining and negotiating contexts, the institute said. There will be advance reading materials. For information, call (703) 875-5140. □

## Intelligence and policy

A three-day seminar on intelligence and foreign policy, for mid-level officers, will be offered at the Foreign Service Institute, September 14-16. The course examines the origins, structure and dynamics of the U.S. intelligence community and the relationship between intelligence-gathering and foreign policy. A top-secret clearance is required to attend. For information, call (703) 875-5140. □



## Human rights reporting

One-day classes in human rights reporting will be held at the Foreign Service Institute, September 14 and 21. For information, call (703) 875-5140. ■

## Honors and Awards

—(Continued from Page 7)

dependents perform over 10,000 hours of community service each week. Today I'm pleased to honor four of these outstanding individuals, who have sought to improve the quality of life in their communities. Each one exemplifies the President's statement that 'any definition of a successful life must include serving others.' "

Donald Youso, deputy director of the Office of Employee Relations, elaborated on the volunteers' achievements. Praising Ms. Goodall, he said: "She has given freely of her time to the Washington metropolitan community for the past six years. As coordinator for the prison outreach ministry staff of her church, she has performed community service at the (prison) facility in Lorton, Va., at youth centers in Occoquan, Va., and on death row at the state penitentiary in Baltimore. She has provided services to persons who have tested H.I.V.-positive, worked in a psychiatric ward and at the Oak Hill Youth Center in Laurel, Md. She has also served on a committee which prepares hot lunches each month to over 150 homeless men, women and children."

Hailing Ms. Ashley for her work with the Dumfries-Triangle (Va.) Volunteer Fire Department, Mr. Youso said: "Since 1980 Ms. Ashley has served as president, member of the board of directors, vice president, recording secretary, lieutenant, training officer, driver/operator and firefighter. She has received six awards for being one of the top 10 members of the year and has twice been named 'firefighter of the year.' As a Virginia state adjunct instructor, she has also provided training for fire departments in Prince William County, Va."

Citing Mr. Baker's efforts in the community, Mr. Youso said: "Mr. Baker acquired a home in an area of Montgomery County, Md., which had once been an attractive neighborhood but had deteriorated due to open-air drug dealing. He energized his neighbors to become involved and established a nucleus of residents who became activists for neighborhood improvement. He circulated a petition requesting additional lighting for neighborhood streets and worked closely with police officials to remove abandoned vehicles often used in the drug trade. The group he established

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Program	Sept.	Oct.	Nov.	Length
Arabic (North African) (LQW 200)	—	26	—	8 weeks
Bulgarian (LBU 200)	—	26	—	8 weeks
Chinese (standard) (LCM 200)	—	26	—	8 weeks
Czech (LCX 200)	—	26	—	8 weeks
Estonian (LES 200)	—	26	—	8 weeks
Finnish (LFF 200)	—	26	—	8 weeks
French (LFR 200)	—	26	—	8 weeks
German (LGM 200)	—	26	—	8 weeks
Hebrew (LHE 200)	—	26	—	8 weeks
Hungarian (LHU 200)	—	26	—	8 weeks
Italian (LJT 200)	—	26	—	8 weeks
Japanese (LJA 200)	—	26	—	8 weeks
Korean (LKP 200)	—	26	—	8 weeks
Latvian (LLE 200)	—	26	—	8 weeks
Lithuanian (LLT 200)	—	26	—	8 weeks
Norwegian (LNR 200)	—	26	—	6 weeks
Polish (LPL 200)	—	26	—	8 weeks
Portuguese (Brazilian) (LPY 200)	—	26	—	8 weeks
Romanian (LRQ 200)	—	26	—	8 weeks
Russian (LRU 200)	—	26	—	8 weeks
Serbo-Croatian (LSC 200)	—	26	—	8 weeks
Spanish (LQB 200)	—	26	—	8 weeks
Thai (LTH 200)	—	26	—	8 weeks
Turkish (LTU 200)	—	26	—	8 weeks
<b>Early-morning language classes</b>				
Arabic (modern standard) (LAD 300)	—	13	—	17 weeks
Chinese (standard) (LCM 300)	—	13	—	17 weeks
French (LFR 300)	—	13	—	17 weeks
German (LGM 300)	—	13	—	17 weeks
Italian (LJT 300)	—	13	—	17 weeks
Japanese (LJA 300)	—	13	—	17 weeks
Portuguese (LPY 300)	—	13	—	17 weeks
Russian (LRU 300)	—	13	—	17 weeks
Spanish (LQB 300)	—	13	—	17 weeks
<b>Administrative training</b>				
Advanced disbursing officer (PA 251)	28	—	—	3 weeks
Budget and financial management (PA 211)	—	19	—	6 weeks
C.F.M.S. budget executions (PA 151)				
(prerequisite PA 150)	14	—	—	2 days
C.F.M.S. financial planning (PA 152)				
(prerequisite PA 150)	18	—	—	1 day
C.F.M.S. miscellaneous obligations (PA 154)				
(prerequisite PA 150 and PA 153)	21	—	—	2 days
C.F.M.S. requisition documents (PA 153)				
(prerequisite PA 150)	3	—	—	2 days
	16	—	—	2 days
C.F.M.S. system overview and orientation				
(PA 150)	1	—	—	1 day
	2	—	—	1 day
	9	—	—	1 day
C.F.M.S. travel orders (PA 155) (prerequisite				
PA 150)	10	—	—	2 days
Customer service (PA 143)	3	—	12	2 days
General services operations (PA 221)	8	5	16	12 weeks
	14	13	23	12 weeks
	21	19	30	12 weeks
	16	—	18	3 days
How F.A.A.S. works at overseas posts (PA 213)				
How to be a certifying officer (PA 291)				Correspondence course
How to be a contracting officer's representative				Correspondence course
(PA 130)				Correspondence course
How to write a statement of work (PA 134)				
Internal control (PA 137)	—	26	—	2 days
N.E.P.A. training, domestic operations (PA 129)	14	—	—	1 week

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**EDUCATION AND TRAINING**

—(Continued from preceding page)

Program	Sept.	Oct.	Nov.	Length
Overseas cashier's training (PA 293)				Correspondence course
Overseas cashier's supervisor's training (PA 294)				Correspondence course
Personnel classification and compensation (PA 232)	14	—	9	2 weeks
Property management training for custodial officers (PA 135)	10	—	—	2 days
<b>Consular training</b>				
ConGenRosslyn basic consular course (PC 530)				Continuous enrollment
Consular orientation program (PC 105)				Continuous enrollment
Crisis management (PC 113)	23	—	—	3 days
Immigration law and visa operations (PC 102)				Correspondence course
Nationality law and consular procedures (PC 103)				Correspondence course
Overseas citizens services (PC 104)				Correspondence course
Passport examiners (PC 110)				Correspondence course
<b>Curriculum and staff development training</b>				
Basic facilitation and delivery workshop (PD 513)	16	—	18	3 days
Design and evaluation workshop (PD 511)	—	21	—	3 days
<b>Economic and commercial studies training</b>				
Foreign Service economic and commercial studies (PE 250)	14	—	—	36 weeks
Science, technology and foreign policy (PG 562)	14	—	—	1 week
<b>Executive development</b>				
E.E.O. awareness for managers and supervisors (PT 107)	17	21	19	2 days
Foreign affairs leadership seminar (PT 119)	—	18	—	11 days
Inspector's management training (PT 104)	8	—	—	4 days
Introduction to management skills (PT 207)	14	13	—	4 days
Supervision for the experienced supervisor (PT 121)	—	8	—	3½ days
Washington tradecraft (PT 203)	21	26	—	2 weeks
<b>Information management training</b>				
Information system management program (PS 212)	8	—	—	23 weeks
<b>Office management courses</b>				
Advanced word processing (PK 103)	—	5	—	3 days
Advanced WP Plus (PK 154)	—	1	23	2 days
	—	21	—	2 days
Basic WP (PK 129)	—	8	2	2 days
Basic WP + (PK 155)	2	13	4	2 days
	8	—	—	2 days
	10	—	—	2 days
	15	—	—	2 days
	17	—	—	2 days
	8	19	16	2 days
Better office English (oral) (PK 226)	—	19	30	30 hours
Better office English (written) (PK 225)	28	—	9	40 hours
Decision-processing (PK 152)	—	28	30	1 day
Drafting correspondence (PK 159)	—	13	—	15 hours
Civil Service secretarial training for entering personnel (C.S.-step) (PK 104)	—	26	—	2 weeks
Employee relations (PK 246)	21	—	2	2 days
Foreign Service secretarial training (PK 102)	—	—	10	13 days
Glossary (PK 151)	—	23	19	1 day
Proofreading (PK 143)	23	—	—	2 days
Secretarial statecraft (PK 160)	—	1	—	2 days
Senior secretarial seminar (PK 111)	16	—	—	3 days
State Department knowledge, information and learning for secretaries (skills) (PK 132)	—	19	—	4 days
Supervisory studies seminar (PK 245)	14	—	—	4 days

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now distributes flyers updating residents on drug and crime issues in the county and in the immediate neighborhood. As further proof of his commitment, he testified at Montgomery County's first Citizens' Challenge on Drugs."

Mr. Truly was commended for "devoting countless hours to tutoring junior and high school students in mathematics. He accomplished this by going to students' homes and working with them individually. As his reputation spread, he became in constant demand, moving from one student to another.

After helping one student, he was asked by the student's mother for tutoring assistance with her college math. Later, he joined Mentors, Inc., a volunteer organization which works with the District of Columbia public high schools. Mr. Truly gives his young friends the most precious thing that an adult can give a young person—his time."

In addition to the community service award, the volunteers each received a gold "Points of Light" pin from the White House and a certificate signed by Secretary Baker. ■

**Jump**

—(Continued from Page 24)

look down or at the light inside the aircraft which, when it turns green, means you're over the drop zone. The "go" command is given and you jump (followed by all the other students). The turbulence from the prop (or jet) blast is so great that your helmet is nearly lost. You feel the jerk of the chute opening. You thank God, or somebody. You look at the ground to determine the direction of your drift. You pull on one side of the chute to compensate. You're being told from the ground to "prepare to land." If you've got combat equipment, you lower it, get your feet and knees together. You hit . . . hard. You repeat that four more times, once at night.

The feeling at this point would normally be exhilaration. However, I had committed a cardinal sin in form as I landed on my first jump. I pointed my toes or "reached for the ground," resulting in a popping noise and pain in my left ankle when I hit the ground. I feared serious injury. However, I had another jump to do that day, and General Stiner was coming to jump with me the next day. I decided to try the next jump and see if I could go on. I limped off the drop zone, instructors telling me to check my injury with medics. I knew that, if I did, I'd be taken out of the class.

I'd never have been able to pull it off if my platoon hadn't covered for me. When I explained my situation, they did things such as surround me when we marched or ran to hide me.

I made the next jump without further injury. I decided I should continue jumping. A platoon member got some ice that night, another an ace bandage. I took a lot of ibuprofen.

I made the remainder of my jumps and was awarded my wings. However, the next week I found out my injury was an ankle fracture. I knew that, while my military colleagues approved of my actions, many of my State Department colleagues thought I was crazy.

Under normal circumstances, I wouldn't have continued jumping. I credit my decision to continue the airborne training to the environment which, I think, says a great deal about the more motivated of our military. As you can expect, a military school makes "mission accomplishment" a primary focus of any instruction. The airborne students I was associated with were going to complete their "mission" if at all possible. Furthermore, since I had gotten myself into the situation, I had to bear any consequences in finishing what I had started.

I was often asked if I enjoyed Airborne School. I can't exactly say I enjoyed it all, but I'm glad I went. In fact, I'm proud of the accomplishment, which I view as learning to deal with fear (not overcome it) and still maintain the presence of mind to do what I was taught.

The benefits of my airborne attendance are already evident. I've gained greater acceptance by those in the special operations community and a better appreciation on my part of the community. Thus, I can not only better represent the peacetime assistance capabilities of special operations forces to the State Department, but those responsible for the more closely held activities are more comfortable with me. This should also benefit my successor next year.

As might be expected, there were reservations expressed by a few of my State Department colleagues. One political adviser at another command half-jokingly warned that the Special Operations Command shouldn't view this as a precedent. But for those interested in the job next spring, don't worry.

However, as a result of airborne school, I've had to be fairly forceful in refusing other offers of instruction. Would I like to attend Ranger or Scuba School? I think not. ■

—(Continued from preceding page)

Program	Sept.	Oct.	Nov.	Length
Tatel (PK 140)	—	16	9	1 day
	—	29	25	1 day
	—	30	27	1 day
Telephone techniques (PK 141)	—	—	30	1 day
Wang office (PK 161)	—	26	20	1 day
WP + transition (PK 153)	14	15	6	1 day
	—	27	18	1 day
Writing effective letters and memos (PK 241)	—	5	—	15 hours
<b>Orientation</b>				
Departmental officers (PN 105)	28	20	—	4 days
Foreign Service officers (PG 101)	—	19	—	9 weeks
Foreign Service specialists (PN 106)	—	15	—	17 days
Designated posts (PN 111)	14	—	—	3 days
	—	20	—	4 days
<b>Overseas Briefing Center</b>				
American studies (MQ 115)	28	—	—	2 days
Documenting mobile experiences (MQ 701)	—	21	—	1 day
Employment planning (MQ 700)	—	19	—	1 week
English-teaching seminar (MQ 107)	—	—	4	3 days
Introduction to effective training skills for the spouse (MQ 111)	—	26	—	1 week
Introduction to Foreign Service life (MQ 100)	21	—	30	1 week
Life after the Foreign Service (MQ 600)	—	6	—	2 days
Marketing spouse talents (MQ 702)	—	22	—	1 day
Post options for employment and training (MQ 703)	—	20	—	1 day
Protocol and representational entertaining (MQ 116)	30	—	—	1 day
Security Overseas Seminar (MQ 911)	14	19	2	2 days
	28	—	16	2 days
Transition to Washington for families, singles, couples (MQ 300)	19	—	—	1 day
Transition to Washington for Foreign Service teens (MQ 301)	19	—	—	1 day
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	16	—	18	3 days
<b>Political training</b>				
Executive-congressional relations (PP 204)	—	26	—	1 week
Foreign affairs interdepartmental seminar (PP 101)	8	—	—	2 weeks
Foreign affairs seminar (PP 104)	—	—	2	1 week
Human rights for policy process (PP 507)	14	—	—	1 day
	21	—	—	1 day
Intelligence and foreign policy (PP 212)	14	—	—	3 days
National security and nuclear arms control (PP 203)	—	19	—	1 week
Negotiations art and skills (PP 501)	21	—	30	1 week
Political tradecraft (PP 202)	—	26	—	3 weeks
UN orientation (PP 213)	9	—	—	2 days ■

### Money quiz

Q—How does market-based interest on U.S. savings bonds work?

A—Each May and November the Treasury Department determines what market rates on five-year Treasury securities have averaged during the preceding six months. The savings-bond rate is then set at 85% of the average for the following six months. When bonds are held five years or longer, owners receive the average of the semi-

annual savings-bond rates, rounded to the nearest one-quarter percent and compounded semiannually—or the minimum rate in effect at the time of purchase, if higher—from date of issue.

Q—How can I find out the latest interest rate that is now being paid on U.S. savings bonds?

A—Just call toll-free 1-800-4-US-BOND (in metropolitan Washington, USA-8888) □

# Personnel: Foreign Service

## Appointments (June)

Acosta, Yvonne, Rio de Janeiro  
Adams, Julie D., Pre-Assignment Training  
Adamson, Gregory Jon, Pre-Assignment Training  
Aldis, Pheny C., Beijing  
Alexander, Melinda J., Singapore  
Allen, Kate, Cotonou  
Alverson, Lori J., Wellington  
Amer, Eileen Anne, Pre-Assignment Training  
Aoki, Makoto, Diplomatic Security, Information Management  
Baker, John Kenneth, Mbabane  
Baker, Sarah L., Lagos  
Baldwin, Cathleen Marie, Abidjan  
Battacharya, Rupa, Summer Intern Program  
Battle, Marea, Summer Intern Program  
Beecroft, Metta O., Brussels  
Beeding, Bernadette A., Bamako  
Betz, Karl Erik, Mbabane  
Blackburn, Gwyn Marie, Moscow  
Boswell, Scott Douglas, Pre-Assignment Training  
Bullock, Betty L., Abidjan  
Canon, Kaye Anne, Moscow  
Charlton Jr., John F., Lome  
Chavera, Gilda M., Rabat  
Coe, John Charles, Pre-Assignment Training  
Day, Darren Orville, Rio de Janeiro  
Deane, Stephen E., Moscow  
Dewji, Naila Aziz, Kinshasa  
Dieterich, Mariko E., Pre-Assignment Training  
Doetsch, Mary P., Pre-Assignment Training  
Drainville, Lisa Michele, Bucharest  
Duenas, Javier A., Diplomatic Security, Information Management  
Dypiangco, Mark, Libreville  
Ebner, Denise R., Canberra  
Enroth, Susan L., Mieux, Cairo  
Feller, Scarlet Diane, Specialist intake  
Ferguson, Jack E., Baku  
Findlay, Matthew R., Bamako  
Finegold, Joni Alicia, Pre-Assignment Training  
Flavin, Jefferson J., Diplomatic Security, Information Management  
Fleet, Vicki Van, Rio de Janeiro  
Friedman, Lara S., Pre-Assignment Training  
Furr, Jessica Lee, Abidjan  
Garcia, Leticia Barbara, Rio de Janeiro  
Garcia, Leyda M., Rio de Janeiro  
Gaye, Mentee, Lagos  
Givens, John H., Rabat  
Goldrick, Sean, Accra  
Goldrick, Shaheen K., Accra  
Gommel, Rebecca Ann, Lagos  
Goodwin, Jennifer A., Accra  
Gray Jr., Thomas F., Specialist intake  
Grosen, Maureen F., Niamey  
Hadley, Martha, Sofia  
Hales, Michael B., Jakarta  
Hallen, Tonyia P., Karachi  
Hamilton III, Hugh G., Abidjan  
Harold, Christine A., Pre-Assignment Training  
Harrison III, Benjamin L., Chile  
Hatchell, Preston E., Botswana  
Haverty, Helen B., Caracas  
Heater, Robert E., Diplomatic Security, Information Management  
Heil, Leila A., Gaborone  
Holt, Julie Powell, Pre-Assignment Training  
Houston, Kathleen M. Marque, Algiers  
Howard, Sara E., Gaborone  
Hudspeth, Bruce, Pre-Assignment Training  
Hurd III, Joseph K., Summer Intern Program  
Iwamoto, Gloria Toshie, San Jose  
Jobs, Geraldine, Pre-Assignment Training  
Johnson, Eric, Rio de Janeiro  
Johnson, Lisa A., Pre-Assignment Training  
Johnson, Patricia E., Mexico City  
Jones, Laura A., Rio de Janeiro  
Kamel, Kym C., Rio de Janeiro  
Keller, Michael R., Pre-Assignment Training  
Kelly, Marcia K., Rio de Janeiro  
Kenealy, Henry D., Diplomatic Security, Information Management  
Kennedy, Alma Louisa, Amman  
Kennedy, G. Alfred, Bureau of Public Affairs, Office of Assistant Secretary  
Kent, George P., Pre-Assignment Training  
Khatib, Yanal A., Canberra  
Kim, Jin Hee, Seoul  
King, Rutledge Devoid, Abidjan  
Kline, Martha Morales, Mexico City  
Laidlaw, Philip G., Pre-Assignment Training  
Langdorf, Phyllis Janelle, Harare  
Lapham, Ranet B., Tel Aviv  
Lavallais, Phyllis A., Kuala Lumpur  
Lee, Tuong-Van T., Accra  
Leung-Lee, Amye J., Songkhla  
Long, Lowell D., Guangzhou  
Long, Todd A., Jakarta  
Lyles, Bryan Jerome, Harare  
MacApinlac Jr., Ruben D., Gaborone  
Madden, John K., Pre-Assignment Training  
Mangrich, Barbara L., Santo Domingo  
Marshall, Helene, Nicosia  
Marum, Lawrence H., Kampala

Meseda, Fred A., Specialist intake  
Maxwell, Raymond D., Pre-Assignment Training  
McCarty, Linda L., Mexico City  
McDonald, Lesley A., Chiang Mai  
McGrory, Glenn P., Bamako  
Meadows, William R., Saudi Arabia  
Meister, Natalia S., Yaounde  
Merwin, Loye Greenaway, Tegucigalpa  
Miller, Judy J., Bangkok  
Mitchell, Chrystal, Tel Aviv  
Mitchell, Laura, Yaounde  
Moore, John M., Specialist intake  
Nairne, Dorothy, Kampala  
Notargiacomo, Amy B., Georgetown  
O'Donnell, Nancy L., Accra  
O'Reilly, Margaret M., Rome  
Patel, Trusha, Nairobi  
Patterson, April M., Nairobi  
Peterson, Kyle, Port Louis  
Peterson, Teresa D., Riyadh  
Phan, Gwynh T., Summer Intern Program  
Pike, Steven L., Ouagadougou  
Rajakumaran, Grace Anandhi, Yaounde  
Reynolds, Suzann E., Niamey  
Ricks, Margin Miller, Santiago  
Rivas, Leonor E., Lima  
Sanchez, Laura A., Santo Domingo  
Sawin, Janet L., Djibouti  
Scanapico, Francine, Bucharest  
Seidenstricker, Madeline Q., Pre-Assignment Training  
Shanahan, Joseph M., Diplomatic Security, Information Management  
Sharp, Deborah, Rio de Janeiro  
Shea, William Edward, Pre-Assignment Training  
Simon, John Kirby, Pre-Assignment Training  
Sockwell, Robert E., Diplomatic Security, Information Management  
Stevens, Kathryn, Brazzaville  
Stone, Eileen A., Hermosillo  
Stone, Sarah Ila, Bujumbura  
Taborsky, Pamela S., Vienna  
Topalian, Solinu'u P., Seoul  
Troy, Denise Marcella, Windhoek  
Van Der Rhoer, Jennifer A., Accra  
Van Patten, Ilona Erzsebet, Abidjan  
Viguerie, Lesslie C., Pre-Assignment Training  
Walton, Kuei Yu, Seoul  
Watts, Pearl Regina, Colombo  
Whitaker, Rosa Maria, Pre-Assignment Training  
Wierzbicki, Lynda G., Casablanca  
Williams, Amanda B., Nairobi  
Wines, Christine L., Pre-Assignment Training  
Wong, Terrence K.H., Pre-Assignment Training

Wood, Diana Elizabeth, Pre-Assignment Training  
Woodley, Jon D., Diplomatic Security, Information Management  
Zarr, Christine, Sofia  
Zielinski, Alex David, Rio de Janeiro

## Transfers (June)

Apostol, Douglas Joseph, Pre-Assignment Training to Seoul  
Archer, Edward E., Intelligence and Research to Inter-American Affairs  
Bemis, H. Jonathan, Ottawa to Riga  
Blake Jr., Robert Orris, Near Eastern and South Asian Affairs to Office of Under Secretary for Political Affairs  
Bowie, Barbara, African Affairs to Inter-American Affairs  
Bradshaw, John Christopher, Operations Center to East Asian and Pacific Affairs  
Buncher, Judith, International Organization Affairs to Intelligence and Research  
Burns, R. Nicholas, National Security Council to Bureau of Personnel  
Buss, Nancy R., Bureau of Personnel to International Organization Affairs  
Conrad, Robert A., Maputo to Diplomatic Security  
Cunningham, Candis L., Panama to International Narcotics Matters  
Dameron, Diana Montgomery, Foreign Service Institute, Functional Training to Secretariat, Board of Examiners  
Davis, Ruth A., Foreign Service Institute, Functional Training to African Affairs  
De Santis, Eldwine Edward, Foreign Service Institute, Economic-Commercial (26 weeks) to Economic and Business Affairs  
Del Prado, Guido A., Foreign Service Institute, National Defense University to Office of Chief Financial Officer  
Denison, Sue Ellen, Guangzhou to Valletta  
Dodson, Stephen Andrew, Bureau of Personnel to Politico-Military Affairs  
Dubose Jr., Robert W., Politico-Military Affairs to Geneva  
Duffy, Carol Ann, Inter-American Affairs to Bureau of Personnel  
Duffy, Michael J., Office of Chief Financial Officer to Near Eastern and South Asian

Affairs, Post Management Division

**Eaton, William A.**, International Narcotics Matters to Office of the Deputy Secretary

**Ellington, Herman**, Monterrey to Libreville

**Elliott, Carlyn J.**, Economic and Business Affairs to Bureau of Personnel

**Endresen, Patricia L.**, Islamabad to Nicosia

**Feifer, Theodore**, Foreign Service Institute, National Defense University to Near Eastern and South Asian Affairs

**Fierstine, David L.**, Diplomatic Security, Information Management to Inter-American Affairs, Regional Center, Miami

**Fishbein, Jonathan Lyman**, Foreign Service Institute, Language Training to Alexandria

**Fleetwood-Kincer, Linda Ka**, Quito to Diplomatic Security

**Furness, Jennifer W.**, Rio de Janeiro to Suva

**Gagnon, James Michael**, Foreign Service Institute, National Defense University to East Asian and Pacific Affairs

**Garland, Elaine L.**, Secretariat, Board of Examiners to Near Eastern and South Asian Affairs

**Gribbin III, Robert E.**, Foreign Service Institute, Functional Training to African Affairs

**Haigh, Patricia Ann**, Brussels to Secretariat, Board of Examiners

**Haverty, John James**, Tokyo to Caracas

**Hill II, William H.**, European Affairs to Intelligence and Research

**Himes, Thomas E.**, Bureau of Personnel to Diplomatic Security

**Hinson, Elizabeth P.**, Foreign Service Institute, University Training (management) to Office of Chief Financial Officer

**Hoffman, Daniel N.**, European Affairs to Department of Commerce

**Johnson, Richard G.**, Eastern European Affairs to Congress

**Joyce, John M.**, European Affairs to Bureau of Personnel

**Katz, Jeffrey R.**, East Asian and Pacific Affairs to Department of Commerce

**Lebourgeois, Julien**, Foreign Service Institute, National Defense University to Policy Planning Staff

**Maher, James Cunningham**, Mogadishu to Athens

**Martinez, Pedro**, Foreign Service Institute, Functional Training to Near Eastern and South Asian Affairs

**May, Drew Stephen**, Office of Chief Financial Officer to Legislative Affairs

**Mennott, Larry L.**, Foreign Service Institute, Economic-Commercial (26 weeks) to Near Eastern and South Asian Affairs

**Mertz, Mary M.**, Suva to Bridgetown

**Miller, Heywood**, Diplomatic Security, Information Management to San Salvador

**Montagne, Elizabeth A.**, European Affairs to Visa Services

**Morgan, Francis E.**, Prague to Dublin

**Nesbit, Leroy P.**, Bureau of Personnel to Politico-Military Affairs

**Newkirk, Mary B.**, Bureau of Personnel to Near Eastern and South Asian Affairs, Public Affairs Adviser's Office

**Norland, Richard**, Foreign Service Institute, University Training (long term) to Politico-Military Affairs

**Norman, Marcia L.**, Foreign Service Institute, University Training (management) to Office of Chief Financial Officer

**O'Donnell, William P.**, African Affairs to Accra

**O'Keefe, George E.**, Rome to European Affairs

**Olivarez, Ernest R.**, Tegucigalpa to Kuwait

**Patrick, Sue Ford**, Foreign Service Institute, National Defense University to Politico-Military Affairs

**Perkins, Heidi M.**, Managua to Inter-American Affairs

**Peters, Lauralee M.**, Foreign Service Institute, Functional Training to African Affairs

**Phillips, Marjorie Ruth**, Intel-

## General services officer's pen is mightier than your swords

In a Foreign Service that tends to be inflamed against its own general services officers, a new chapter in bravery has opened. Frank Yacenda, the general services officer at Algiers, figuring that the best defense is the offense, has begun publishing a newsletter for the diplomatic families posted there. So far, his message seems to be getting through, and the messenger himself has survived.

"This is simply a way of answering a bunch of questions all at one time, or of imparting useful or necessary information to many people in one shot," the fearless editor says. "Of all the things we do in the general services office—little things like turning back floods, moving mountains, reversing the tides—nothing has been getting as much attention as this publication."

The front-page headline in one recent issue was "Selling or shipping your personal vehicle." "Start the process early," Mr. Yacenda advised, as he walked his readers through complex regulations, warning of the bureaucratic obstacles they were bound to encounter. Another issue gave information about the alarm system at diplomatic residences, and still another reported: "Swimming pool repairs,

new walkway head list of spring projects."

A question-and-answer column dredges up details for queries such as these: "Everytime I change posts, I forget how much excess baggage I am entitled to. How much is it, anyway?" "I have my beloved motorcycle and trusted windsurfer with me here in Algeria. How best can I ship them on to my next post?" "I am planning a trip out-of-country, and the travel assistant asked me for a photocopy of my diplomatic card. Why is this?"

In keeping with his editorial

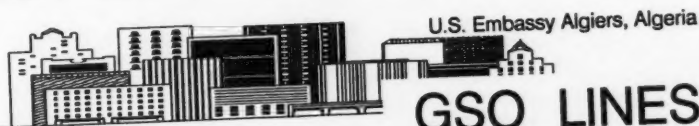
policy of focusing on practical matters, Mr. Yacenda has also run a contest in which he asked readers to suggest how their bidets could be put to practical use—a problem that, historically, many an overseas American has pondered. Some of the replies were: washing dirty feet; watering plants; hand-washing sweaters, linens, baby diapers; stacking overflow party dishes; chilling beer.

The contest winner was Grace Nelson, science teacher at the American school and wife of consul

George Kopf. Her suggestion was to install a bidet in the science classroom to teach the theory of bathtub vortex, which is to say the tendency of water to go down the drain in a circular, swirling manner. Announcing the prize, Mr. Yacenda wrote:

"Ms. Nelson will receive a full-color, framed photograph of her winning idea in action."

Circulation of the newsletter has reached 140. It's still growing, the editor says. □



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### Heating system care and feeding

As you probably already have noticed, the heating systems employed in Algerian homes are quite different than the types Americans are used to. If properly operated and maintained, these sys-



Check those important papers --

**PERSONNEL: FOREIGN SERVICE**

ligence and Research to Office of Foreign Buildings

**Pinkham, Shirle Carol**, Foreign Service Institute, Economic-Commercial (26 weeks) to Economic and Business Affairs

**Plants, Donald G.**, Department of Commerce to European Affairs

**Potash, Janet R.**, Foreign Service Institute, Economic-Commercial (26 weeks) to Economic and Business Affairs

**Presel, Joseph A.**, Politico-Military Affairs to Vienna

**Ramatowski, Edward James**, Operations Center to Inter-American Affairs

**Randolph, David E.**, Foreign Service Institute, National Defense University to Inter-American Affairs, Office of Policy Planning and Coordination

**Rashkin, Daryl L.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail

**Recht, Linda Susan**, Foreign Service Institute, Economic-Commercial (26 weeks) to Office of Aviation Programs and Policy

**Reich, Thomas G.**, Foreign Service Institute, Language Training to Yokohama, language school

**Reilly, James J.**, Inter-American Affairs to Secretariat, Board of Examiners

**Rix, Sonja Kay**, Pre-Assignment Training to African Affairs

**Robinson, Raymond G.**, Office of Foreign Buildings to Diplomatic Security, Information Management

**Runner Jr., Benjamin C.**, Politico-Military Affairs to Diplomatic Security

**Saarnio, Sue Ellen**, Foreign Service Institute, Economic-Commercial (26 weeks) to Near Eastern and South Asian Affairs

**Samuel, Edward Bryan**, The Hague to Office of Representative for Trade Negotiations

**Schurman, Christian J.**, Diplomatic Security, Secretary's Detail to Bangkok

**Segars, Joseph Monroe**, Foreign Service Institute, Functional Training to African Affairs

**Shearburn, John Woodley**, Soviet Union Affairs to Office of Under Secretary for Management

**Shinn, David H.**, Foreign Service Institute to Office of Under Secretary for Management

**Siegel, Andrew D.**, Operations Center to Inter-American Affairs

**Smith, Paul L.**, Foreign Service Institute, National Defense University to International Narcotics Matters

**Sparks, Charles E.**, Foreign Service Institute, Language Training to Vienna

**Sutow, Edmund Keith**, Foreign Service Institute, Language Training to Intelligence and Research

**Sutton, Susan Mary**, Foreign Service Institute, Language Training to European Affairs

**Thomas, Sheila**, Specialist Intake to Diplomatic Security, Information Management

**Tighe, Thomas C.**, European Affairs to Bureau of Personnel, Policy Coordination

**Vanderpool, James E.**, Windhoek to Guangzhou

**Walls, William James**, African Affairs to Diplomatic Security, Information Management

**Watson, Jennifer D.**, Santo Domingo to Inter-American Affairs

**Weaver, Kaarn Jayne**, Economic and Business Affairs to Secretariat, Board of Examiners

**Wilson IV, Joseph Charles**, Foreign Service Institute, Functional Training to African Affairs

**Wilson, Ross L.**, Office of Counselor of the Department to Executive Secretariat, Office of Executive Secretary

**Wohlman, Jacob M.**, London to Dubai

**Yeager III, John B.**, Lilongwe to Diplomatic Security, Information Management

**Resignations (June)**

**Baer, Corinne L.**, Kuala Lumpur

**Bennett, Ellen J.**, Sanaa

**Biggs, Jerry A.**, New Delhi

**Botts, Sharon G.**, Dublin

**Brantner, Ann Orlean**, Moscow

**Breslar, Bonita S.**, Bamako

**Brown, Judy A.**, Beijing

**Campbell, Deborah Grace**, Karachi

**Campbell, Steven T.**, Mexico City

**Cavanaugh, Deborah W.**, Mexico City

**Chin, Melissa R.**, Bonn

**Chornyak, Patricia A.**, Kuala Lumpur

**Connuck, Shirley Dawson**, Belgrade

**Cooney, Romelia**, Mexico City

**Curtis, Barbara Ann**, Moscow

**Dagon, Sandy Robin**, Frankfurt

**Davis, Mack R.**, Lima

**Delafield, Mary Lee**, Athens

**Denny, Charles Ian**, Manila

**Dotson, Staci D.**, Diplomatic Courier Service

**Dougherty, Wendy Anne**, Brussels

**Dunn, Kathleen Ann**, Nairobi

**Eckardt, James H.**, Songkhla

**Fichera, Gerard A.**, Copenhagen

**Filbeck, Deloris M.**, Chiang Mai

**Fitzgerald, Judith C.**, London

**Floyd, Taeko F.**, Tokyo

**Fossett, Dana MacDaniel**, Nairobi

**Garnett, Cherry E.**, Mexico City

**Goodman, Michelle E.**, Mexico City

**Gorham, Sean**, Mexico

**Gouri-Wood, Gita G.**, Lagos

**Grande, Frances M.**, The Hague

**Guadalupe, Jose D.**, Santo Domingo

**Hamby, Christine C.**, Istanbul

**Hamilton, Lisa McLeod**, Nairobi

**Harris, Phyllis M.**, Frankfurt

**Hefflin, Susan Buck**, Madras

**Hood, Dominique M.**, Cairo

**Hood, Jacqueline**, Cairo

**Imburg, Elizabeth L.**, Bangkok

**James, Marilyn R.**, Brussels

**Johnson, Elizabeth K.**, Nairobi

**Johnson, Sherry C.**, Beijing

**Joyce, Lisa Rae**, Frankfurt

**Kapsalis, Spyros Gus**, Pre-Assignment Training

**Kaska, Heidi**, Prague

**Kem, Deborah K.**, Moscow

**Kirk, Nancy E.**, Dar es Salaam

**Kobasew-Jones, Maria, St. George's**

**Krage, Sue T.**, Panama

**Kummant, Ingeborg Alix**, Intelligence and Research

**Lavelle, Delia Ford**, Riyadh

**MacApinlac Jr., Ruben D.**, Gaborone

**Marks, Eriko M.**, Moscow

**McAnney, Melissa H.**, Lagos

**McCullough, Brooke Lianne**, Frankfurt

**McMillian, Sharmaine G.**, Vienna

**Meyer, Victoria L.**, Warsaw

**Mikel, Dean C.**, Diplomatic Security, Washington Field Office

**Miller, Carla**, Shanghai

**Morgan, Peter E.**, Diplomatic Security

**Nichols, Sandra H.**, Brussels

**O'Neill, Jin O.**, Seoul

**Olivo, Luisa M.**, Conakry

**Prespare, Sun Pun**, Nairobi

**Puccetti, Alice J.**, Managua

**Rigby, Eric D.**, Diplomatic Security, Information Management

**Roberts, Mary G.**, Paris

**Roché, Jan H.**, Jakarta

**Rosenthal, Karla K.**, Beijing

**Saucedo, Sammie Ann**, Mexico City

**Scanlon, Eha P.**, Bamako

**Scott, Elizabeth A.**, Managua

**Skooog, Janice K.**, Moscow

**Smith, Renny Travers**, Bureau of Personnel

**Smith, Sophie E.**, Canberra

**Smock, Roseann Gef**, Brussels

**Snead, Beverly Louise**, Luxembourg

**Taylor, Celeste**, Brussels

**Trainer, Monika**, Shenyang

**Vance, Naomi N.**, Moscow

**Vere, Flor Alicia**, Tegucigalpa

**Votaw, Claire-Louise**, Rabat

**Wade, Phyllis Kay**, Moscow

**Wagenseil, Jamilee F.**, Maseru

**Weaver, Jeanne Harris**, Lagos

**Webber, Gwendolyn M.**, Casablanca

**Weber, Timothy Gilbert**, Moscow

**Widdison, Colleen**, Dublin

**Zelikow, Philip David**, Leave-without-pay status

**Retirements (June)**

**Bowen, Elizabeth**, Bureau of Personnel

**De Raat, Jacob H.**, Amsterdam

**Longmyer, Kenneth**, Economic and Business Affairs

**Sanders-Chick, Kathryn**, Nassau

**Weeks, Richard L.**, Tegucigalpa □

**Appointments (July)**

**Abels, Theresa Lynn**, Athens

**Albrecht, John F.**, East Asian and Pacific Affairs

**Allen, Mary F.**, Tokyo

**Babroski, Elizabeth F.**, Port-au-Prince

**Baer, Laura M.**, Rabat

**Baldonado, Grace K.**, Paramaribo

**Barrett, Dennis P.**, Antananarivo

**Bejarano, Josephine**, Ottawa

**Bell, Amelia R.**, Lagos

**Beloney, Karen Lynn**, Guayaquil

**Benedicto, Janet Elizabeth**, Santo Domingo

**Bennett, Ellen J.**, Sanaa

**Berry, Judy D.**, Dakar

**Biddick, Thomas V.**, International Narcotics Matters

**Bigelow, Kenneth J.**, Mexico City

**Bigler, Lorie Lynne**, Frankfurt

**Blackstone, Devon Payne**, Lagos

**Blumhagen, Eric S.**, Accra

**Bradley, Lance P.**, Summer Intern Program

**Brehm, Myrna L.**, Mexico

**Browne, Reginald M.**, Frankfurt

**Brudwig, Helen A.**, Guangzhou

**Burkey Jr., James Harold**, Yaounde

**Byrne, Connie M.**, Panama

**Capen Jr., Richard G.**, Madrid

**Cappelli, Catherine Lee**, Athens

**Carlson, Louise Margaret**, Abidjan

**Caruso, Cynthia J.**, Prague

**Cecil, Kathryn Marie**, Abidjan

**Clark, Linda R.**, Shenyang

**Crawford, Jeanne T.**, Yaounde

**Creagan, Kevin James**, Sao Paulo

- Daley, Lucita V., Brussels  
 Daniels, Cherrie S., Johannesburg  
 Daubenschmidt, Patricia S., Moscow  
 Daugharty, Elizabeth Ann, Frankfurt  
 Davis, Paul R., Specialist Intake  
 Davison, Jennifer M., Oslo  
 Dennis, David L., Conakry  
 DeSoto, Marianne S., Bucharest  
 DiCapua, Marco S., Beijing  
 DiPrimo, Rosemary Vicotia, Santo Domingo  
 Dinda, Mary M., Casablanca  
 Dumcombe, Stephanie F., Lagos  
 Dykema, Samuel D., Pre-Assignment Training  
 Ebbecke, Donald J., Specialist Intake  
 Ellingson, Joseph C., Specialist Intake  
 Emerine, Sally Ann, Santiago  
 Enoch, Justine Marie, Moscow  
 Ewell, Philip A., St. Petersburg  
 Failla, Ann M., Bamako  
 Fenimore, Christine T., Brussels  
 Fenton, Dawn, Lome  
 Fichte, Eric A., Matamoros  
 Fitzgerald, William Henry, Dublin  
 Fons, Anne Margaret, Barcelona  
 Furiati, Maryann L., Rome  
 Gagin-Figueroa, Michael J., Diplomatic Security, Information Management  
 Garcia, Leyda M., Rio de Janeiro  
 Gaskill, Minnie, Quito  
 Genton, Sarah S., Ouagadougou  
 Gray, Susan N., East Asian and Pacific Affairs  
 Groshong, Deborah Jean, Pretoria  
 Grover, Elisabeth Joy, Lilongwe  
 Guthrie, Andrea Romana, Nairobi  
 Halley, Jerry Harris, Washington  
 Regional Diplomatic Courier Division  
 Hankins, Mira M., Port-au-Prince  
 Harris, Bonita G., Dublin  
 Harvey, Lance F., East Asian and Pacific Affairs  
 Hazzard, Rose M., Melbourne  
 Heimgartner, Maryann L., East Asian and Pacific Affairs  
 Heniffin, Jeanne C., La Paz  
 Hermanson, Lynne D., Paramaribo  
 Herring, Toni Ann, Quito  
 Hugins, Jana Bain, Cape Town  
 Hull, Adrian P., Summer Intern Program  
 Hutchison, Wayne E., Kuala Lumpur  
 Igoe, James Joseph, Bujumbura  
 Jackson, Keith E., Quito  
 Jennings, Holidae W., Belgrade  
 Johnson, Julia Schlatter, La Paz  
 Johnstone, Jill L., Managua  
 Jones, D. Jeannine, Jakarta  
 Jones, Lenore A., Summer Intern Program  
 Jordan, Justin, Quito  
 Kezele, Sylvia L., Bangkok  
 King, Carolyn Marie, Abidjan  
 Kolb, Linda Kay, Stockholm  
 Lackmann, Gerald R., Panama  
 Lane, Faith J., Dublin  
 Laurance, Laurie, Guyana  
 Law, Caring C., Calcutta  
 Lawrence, Cynthia Z., Vienna  
 Ledee, Alice D., Moscow  
 Lima, Robert Joel, Specialist Intake  
 Listgarten, Michael, Accra  
 Lyons, Djanyeba Kathryn, Nairobi  
 Mackey, Ellen P., Lagos  
 Mango, Jennifer M., Beijing  
 Marten, John A., Frankfurt  
 McCarron, Iain M., Paris  
 McGaffie, Hanifa E., Accra  
 McGaffie, Mehmet A., Accra  
 McKelvey, Kathrine A., Casablanca  
 McKeown, Lois K., Oslo  
 McMaster, Elizabeth A., Dhaka  
 Meer, Bibi Arshiya, Mexico City  
 Meyers, Randal Edward, Specialist Intake  
 Mitchell, Linda Irene, Izmir  
 Montgomery, Steven A., Specialist Intake  
 Morales, Susan, Summer Intern Program  
 Morse, Jan Louise, Luxembourg  
 Murray, Joyce, Moscow  
 Newcomb, Deborah B., Istanbul  
 Northrip, Zan A., Nairobi  
 O'Connor, Loretta Marie, Harare  
 Ostergaard, Colleen M., East Asian and Pacific Affairs  
 Parkhurst, Roseann, Conakry  
 Parry, Joellyn M., Paris  
 Payette, Phillip, Moscow  
 Pergrossi, Charles E., Specialist Intake  
 Perkins, Donna T., Managua  
 Perreault, Nichole J., Abidjan  
 Perrotta, Malinda Jane, New Delhi  
 Pillsbury, Steven Parker, Frankfurt  
 Polite, Angela D., Summer Intern Program  
 Radford, Mari Wildt, Nairobi  
 Rhea, Regina L., Dhaka  
 Riley, Daniel E., Specialist Intake  
 Rogers, Jeffrey Scott, Brasilia  
 Rogich, Sigmund A., Reykjavik  
 Schavrien, Connie L., Bangkok  
 Schulman, Ama Victoria, Abidjan  
 Scott, Elaine Teresa, Port-au-Prince  
 Setterlund, Jan W., Dhaka  
 Stettner, Steven, Lagos  
 Streeter, Magdalena V., Mexico City  
 Sullivan, Gerald N., Monrovia  
 Tan, Alexandra G., Summer Intern Program  
 Troxel, Barbara U., Prague  
 Troy, Denise Marcella, Windhoek  
 Van Doep, Peter Anders, Lusaka  
 Verona, Patricia B., Brasilia  
 Wazelle, Holly A., Caracas  
 Weaver, Adrianna G., Lagos  
 Weisel, Konah S., Accra  
 Williams, Russell Hope, Moroni  
 Wilson, Eric James, Copenhagen  
 Woerner, Ann E., Nicosia  
 Yarbro, Lynn Loecha, Brussels  
 Yeager, Christopher Jerome, Bujumbura  
 Zapinski, Charles D., European Affairs
- Transfers (July)**  
 Aiston, Kevin C., Victoria to Nuclear Risk Reduction Center  
 Alsace, Juan A., Karachi to Near Eastern and South Asian Affairs  
 Amaral, Mary H., Cebu to Operations Center  
 Anderson, Youngeun Hyun, Congress to Economic and Business Affairs  
 Barillas, Martin M., Buenos Aires to Politico-Military Affairs, Office of Assistant Secretary  
 Barry, Catherine, Foreign Service Institute, National Defense University to Inter-American Affairs  
 Bean, Diane R., Operations Center to Visa Services  
 Berton, Bruce, Moscow to Operations Center  
 Bezner, Mark Jeffrey, Pacific Island Affairs to Foreign Service Institute, Language Training  
 Blake, Stephen J., Intelligence and Research to Near Eastern and South Asian Affairs  
 Blakeburn, Paul H., Economic and Business Affairs to Oceans bureau  
 Blakemore, David L., Office of Inspector General to Bureau of Personnel, Examination Division  
 Blohm, Robert J., Foreign Service Institute, Orientation to Oceans bureau  
 Bright, Robert L., Pretoria to Lagos  
 Burkette, Robert D., Office of Foreign Buildings to International Organization Affairs  
 Campbell, William Noel, Bureau of Personnel to African Affairs, Office of Executive Director  
 Carey, Glenn William, Legislative Affairs to Office of Counter-Terrorism  
 Castro, Christian M., International Organization Affairs to East Asian and Pacific Affairs, Office of Assistant Secretary  
 Christensen, Karen Lise, Refugee Programs to Bureau of Personnel, Junior Officer Division  
 Ciyatt Jr., Oscar Willard, Foreign Service Institute, Functional Training to Southern European Affairs  
 Coronway, Gwendolyn, Foreign Service Institute Consular Training to Bureau of Personnel  
 Cowhig Jr., David Francis, Pre-assignment Officer Training to Naha  
 Cummings, Thomas M., Diplomatic Security, Washington Field Office to Boston Field Office  
 Daly, Kanikar N., Bujumbura to Diplomatic Security, Information Management  
 Dameron, Diana Montgomery, Bureau of Personnel to European Affairs  
 Dawkins, Stephen P., Office of Inspector General to Politico-Military Affairs  
 Deason, Robert G., Bureau of Personnel to Intelligence and Research  
 Del Prado, Guido A., Office of Chief Financial Officer to International Communications and Information Policy  
 Dembro, Mark David, Foreign Service Institute, Economic-Commercial (26 weeks) to Economic and Business Affairs, Office of Food Policy Programs  
 Dillard Jr., Leonard Andrew, Diplomatic Security to Office of Foreign Buildings  
 Dillon Jr., Raymond W., Oceans bureau to African Affairs  
 Dobrin, John R., African Affairs to Politico-Military Affairs  
 Dougherty Jr. Bernard J., Foreign Service Institute, Functional Training to Diplomatic Security, Visa Fraud Branch  
 Dougherty, Dale A., European Affairs to Near Eastern and South Asian Affairs  
 Emmerson, Karen L.A., Executive Secretariat to Career Mobility Program  
 Fajardo, Odalys C., Inter-American Affairs to Panama  
 Fieser, Vianna Genell, Vienna to Bujumbura  
 French, Kenneth A., Bangkok to Paris  
 Garrison, Susan H., Office of Chief Financial Officer to European Affairs, Budget

**PERSONNEL: FOREIGN SERVICE**

- Branch
- Glasser, Marc Elliot**, Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Secretary's Detail
- Goldberger, Thomas H.**, Foreign Service Institute, Economic-Commercial Training (26 weeks) to Economic and Business Affairs, Office of Assistant Secretary
- Graham Jr., Thomas Edward**, Politico-Military Affairs to Office of Counselor of the Department
- Green, Candy**, Soviet Union Affairs to Moscow
- Grimes, Lois Ann**, European Affairs to Bureau of Administration
- Guerra, John F.**, Operations Center to Inter-American Affairs, Office of Assistant Secretary
- Hebron, Theresa Ann**, East Asian and Pacific Affairs to Visa Services
- Henzel, Christopher Paul**, Lahore to Operations Center
- Hooper, James R.**, Foreign Service Institute, Functional Training to European Affairs
- Houston III, Robert B.**, Office of Foreign Buildings to Guangzhou
- Hyland, Jason P.**, East Asian and Pacific Affairs to Soviet Union Affairs
- Ingram, Richard S.**, Foreign Service Institute, University Training (long-term) to Diplomatic Security, Office of Security Technology
- Jackson, Nancy Izzo**, African Affairs to Inter-American Affairs
- Jacobs, Anthony J.**, Bureau of Personnel to Office of Foreign Buildings
- Jacobs, Stephen H.**, Diplomatic Security, Office of Counterintelligence Programs to Washington Field Office
- Jenkins, Thomas S.**, Diplomatic Security, Physical Security Programs to Office of Overseas Operations
- Jones, John M.**, Brussels to Operations Center
- Jones, Peggy A.**, Bamako to Diplomatic Security, Information Management
- Kane, Romona Rae**, Inter-American Affairs to Diplomatic Security, Information Management
- Kaneda, Robert James**, Yokohama to Tokyo
- Kehoe, Melissa J.**, Pre-Assignment Training to Libreville
- Kelly, Craig Allen**, Office of Under Secretary for Political Affairs to European Affairs
- Kenney, George D.**, Kinshasa to Eastern European Affairs
- Kirkpatrick, Alexander T.**, Inter-American Affairs to Legislative Affairs
- Lee, Gary E.**, Bureau of Personnel to Office of Foreign Buildings
- Levine, Jeffrey D.**, Alexandria to Operations Center
- Lochard, Beverly D. Greene**, Inter-American Affairs to Office of Counter-Terrorism
- Logsdon, Kent D.**, Operations Center to European Affairs
- Long, John D.**, Congress to Bureau of Personnel
- Macklin Jr., Thomas E.**, Foreign Service Institute, Functional Training to Oceans bureau
- Malott, John R.**, Foreign Service Institute, Functional Training to Near Eastern and South Asian Affairs
- May, Lauren I.**, Ankara to Dublin
- Mims, John Anthony**, Diplomatic Security, Washington Field Office to Secretary's Detail
- Mirabal, Raphael A.**, Foreign Service Institute, Inter-American Defense College to Politico-Military Affairs
- Mulrean, Peter F.**, New Delhi to International Narcotics Matters
- Muncy, Linda Howard**, Office of Chief Financial Officer to Office of Foreign Buildings, Africa Area
- Nottingham, Roger C.**, International Narcotics Matters to Bureau of Personnel
- O'Donohue, Daniel A.**, Diplomat-in-residence to Office of Inspector General
- O'Hara, Harry John**, European Affairs to Policy Planning Staff
- Olson, Robert Leroy**, Manila to Johannesburg
- Otis, Terrell Reid**, East Asian and Pacific Affairs to Bureau of Personnel, Office of Performance Evaluation
- Perez, Abelardo Infante**, Inter-American Affairs to Foreign Service Institute
- Perez, Carol Zelis**, Operations Center to Near Eastern and South Asian Affairs, Office of Executive Director
- Perry, Robert C.**, International Narcotics Matters to Politico-Military Affairs
- Polt, Michael Christian**, European Affairs to Office of Under Secretary for International Security Affairs
- Pometto II, Paul P.**, Intelligence and Research to Human Rights and Humanitarian Affairs
- Pope, Edward Carl**, Nuclear Risk Reduction Center to Office of the Under Secretary for Management
- Possanza, Louis M.**, Diplomatic Security, Secretary's Detail to Mobile Security Division
- Preston, Jean Ellen**, Economic and Business Affairs to Oceans bureau
- Principe, Vincent Alfonso**, Foreign Service Institute, Consular Training to Bureau of Personnel
- Puccetti, Michael Dean**, Managua to Executive Secretariat
- Rector, Henry M.**, Copenhagen to Bridgetown
- Reich, Thomas G.**, Yokohama to Naha
- Rensch, Patricia L.**, African Affairs to Lagos
- Reside, Julie M.**, Legislative Affairs to Bureau of Public Affairs
- Revere, Evans Joseph Rober**, Fukuoka to Office of Under Secretary for Political Affairs
- Ricciuti, Nicholas James**, Consular Affairs, Citizens Emergency Center to Policy and Coordination Staff
- Richard, Dona Fay**, European Affairs to Bureau of Personnel
- Rigamer, Elmore F.**, Medical Services to Foreign Service Institute, University Training (long-term)
- Robinson, Thomas Lee**, Asian and Pacific Affairs to Economic and Business Affairs, Office of Food Policy Programs
- Rodman Jr., George F.**, Yaounde to Diplomatic Security
- Rowe, Paul Edward**, Inter-American Affairs to Foreign Service Institute, University Training (long-term)
- Sanders, Robin Renee**, Windhoek to Dakar
- Sauve, Dennis D.**, Pretoria to Diplomatic Security, Information Management
- Schmiel, Eugene David**, Central African Affairs to East Asian and Pacific Affairs
- Schneider, Pamela R.**, Inter-American Affairs to Montevideo
- Schoonover, Brenda B.**, Foreign Service Institute, Language Training to European Affairs
- Schumaker, James F.**, Foreign Service Institute, Functional Training to Soviet Union Affairs
- Schwering, Katherine A.**, European Affairs to Intelligence and Research
- Seibold, Robert H.**, Seoul to Jerusalem
- Shockley, Kenneth C.**, Diplomatic Security, Physical Security Programs to Office of Overseas Operations, African Region
- Simon, Anne Winifred**, Consular Affairs, Citizens Emergency Center to Foreign Service Institute, Language Training
- Slocum, Sally Virginia**, Abidjan to Brazzaville
- Smith, Keith C.**, Office of the Deputy Secretary to Policy Planning Staff
- Stanton, Karen Clark**, East Asian and Pacific Affairs to Islamabad
- Sterenber, Margaret**, Kinshasa to Beijing
- Stockman, Christine**, European Affairs, Post Management to Career Mobility Program
- Swartz, David H.**, Office of Inspector General to European Affairs
- Tabler-Stone, Melinda C.**, Islamabad to International Narcotics Matters
- Tauber, Mark Steven**, European Affairs to Nuclear Risk Reduction Center
- Taylor, Robert**, Bureau of Personnel to Chinese Affairs
- Thomas Jr., Harry Keels**, Harare to Office of Under Secretary for Political Affairs
- Thomson, Scott D.**, Office of Chief Financial Officer to Oceans bureau, Office of Assistant Secretary
- Torrance, Thomas Edward**, Foreign Service Institute, Language Training to European Affairs, Arms Control and Strategic Affairs
- Tracy, Mary M.**, Foreign Service Institute, Language Training to Budapest
- Updegrove, Brad Lee**, Diplomatic Security, Office of Physical Security Programs to Office of Overseas Operations
- Usrey, Gary S.**, Office of Environmental Protection to Near Eastern and South Asian Affairs
- Valois, Denise Marie**, Politico-Military Affairs to Near Eastern and South Asian Affairs
- Veale, William C.**, West African Affairs to Oceans bureau
- Volker, Kurt D.**, European Affairs to Office of Counselor of the Department
- Ward, Gordon E.**, Madrid to



Malabo  
**Whitlock Jr., James C.**, Foreign Service Institute, Functional Training to Bureau of Personnel  
**Willett, Donald E.**, Office of Chief Financial Officer to Bureau of Administration  
**Wills, Mary Jo**, Foreign Service Institute Economic-Commercial Training (26 weeks) to European Affairs  
**Wong, Marcia Kim**, Foreign Service Institute Economic-Commercial Training (26 weeks) to Soviet Union Affairs  
**Wright, Georgia Tyiska**, La Paz to Madrid  
**Young, Eugene S.**, Belgrade to Zagreb  
**Zaiser, Jeffrey Miles**, Chinese Affairs to Foreign Service Institute, Language Training  
**Zweifel, David E.**, Office of Inspector General to Bureau of Personnel, Senior Officer Division

## Resignations (July)

**Alberdeston, Joanna E.**, Mexico City  
**Alger, Lillian G.**, Shenyang  
**Aubry, Ketty**, Ndjamena  
**Bell II, Thomas G.**, Jakarta  
**Bernlohr, E. Deborah**, Brazzaville  
**Bolden, Agustina Barrera**, Mexico City  
**Bostian, Michael J.**, Diplomatic Security, Information Management  
**Bowker, Denise E. M.**, Munich  
**Burkart, Stephen D.**, Lome  
**Carlson, Richard W.**, Victoria  
**Carney, Timothy Michael**, National Security Council  
**Carosco, Martha L.**, Asuncion  
**Carrera, Elizabeth**, Caracas  
**Charter, Christy K.**, Shanghai  
**Childs, Arlene La Verne**, Yaounde  
**Clark, Diana S.**, Brussels  
**Clemons, Tamara Jae**, Maputo  
**Daniels, Dana L.**, Santiago  
**Dickson, Mary B.**, Durban  
**Edwards, Keith Howard**, Rabat  
**Fairfax, Rosalind**, Moscow  
**Fickling, Susan Carol**, Lima  
**Fitzgerald, George A.**, Port-of-Spain  
**Fricke, Garrett Dale**, Frankfurt  
**Gallagher, Donald F.**, Pre-assignment Training  
**Goldrick, Shaheen K.**, Accra  
**Gregory, Thomas L.**, Bureau of Personnel  
**Hackworth, Amy E.**, European Affairs  
**Hevia-Suarez, Maria Luisa**, Lisbon

**Hildebrand, Debra Anne**, Bern  
**Johnson, Denise M.**, Port Louis  
**Jones, D. Jeannine**, Jakarta  
**Jones, Michelle**, Bonn  
**Kingsford, Audrey C.**, Bujumbura  
**Lamb, Christopher Jon**, Office of Secretary of Defense  
**Lankford, Barbara**, Leave-without-pay status  
**Laurance, Peggy D.**, Sanaa  
**Lenahan, Kathleen A.**, Lima  
**Lubow, Patricia Ann**, Kampala  
**Machuca, Janet**, Lima  
**Maher, Bryan S.**, Moscow  
**Manupella, Gayle A.**, Yaounde  
**McAllister, Paul David**, New Delhi  
**McCollum, Beatrice M.**, Manila  
**Merrill, Philip**, Nato  
**Montgomery, Neala**, Budapest  
**Moore, Mona E.**, Diplomatic Security, Emergency Action Planning Division  
**Moore, Richard A.**, Dublin  
**Moser, Marie C.**, Paramaribo  
**Newhall, David T.**, Bonn  
**Ney, Edward Noonan**, Ottawa  
**O'Donnell, Nancy L.**, Accra  
**Overton, William J.**, Panama  
**Patzer, Tracy L.**, Manila  
**Porter, Aaltje B.**, Ankara  
**Ramey, Susan A.**, Paris  
**Reynolds, Deborah L.**, Beijing  
**Rosche, Kelly Sue**, Cape Town  
**Sams, Revelie E.**, Madrid  
**Sauve, Dennis D.**, Diplomatic Security, Information Management  
**Seung, Robinson**, Mexico City  
**Shirk, Elizabeth Tippett**, Abidjan  
**Sikkink, Susan Marie**, Leave-without-pay status  
**Sollenberger, Pamela A.**, Hong Kong  
**Spaw, Vickie L.**, Manama  
**Stremel, Sherri Rae**, Pretoria  
**Troxel, Margaret L.**, Sofia  
**Troy, Denise Marcella**, Windhoek  
**Truong, Marianne P.**, Yaounde  
**Vea, Laurie H.**, Brussels  
**Wardlaw, Eva M.**, Shanghai  
**Weisel, Konah S.**, Accra  
**Wilson, Donna Louise**, Ottawa  
**Yameogo, Joanny P.**, Leave-without-pay status  
**Zappala, Joseph**, Madrid

## Retirements (July)

**Antippas, Andrew F.**, Montreal  
**Brandt, Mary Rose**, Visa Services  
**Brown, Timothy C.**, Special Domestic Assignment Program  
**Hearney, Robert P.**, Diplomatic Security, Information Management  
**Hopper, Robert F.**, Office of Under Secretary for Management  
**Jacobs, Robert Leonard**, Manila

**Linville, Maria D.**, International Organization Affairs  
**Marx, Joanne B.**, Bangkok  
**Meagher, William James**, Office of the Secretary, Labor Affairs  
**Morrow, Olin W.**, Bureau of Personnel  
**Shoemaker, Mary C.**, Kolonia  
**Stanford, Ann L.**, Lyon  
**Stibal, Ronald Lee**, Bonn  
**Tindall, Margaret A.**, Bonn  
**Tindall, William E.**, Bonn  
**Trainer, Thomas A.**, Shenyang □

## Selection boards

The first session of the Foreign Service selection boards convenes on July 7. The members are:

### Board SFS-II

(to review generalists in Class FE-MC)

#### Chairman

**Sheldon J. Krys**, Diplomatic Security  
*State members*  
**Ambassador William L. Swing**, Lagos  
**Ambassador J. Stapleton Roy**, Beijing  
**Ambassador Melissa F. Wells**, Kinshasa  
*Other agency member (U.S.I.A.)*  
**Hans N. Tuch** (retired)  
*Public member*  
**George F. David III**, retired executive.

### Board SFS-III

(to review, generalists in Class FE-OC)

#### Chairman

**Richard J. Smith**, Oceans and International Environmental and Scientific Affairs  
*State members*  
**Richard N. Dertadian**, Bureau of Personnel  
**Robert L. Pugh**, Foreign Service Institute  
**Patricia A. Langford**, Mexico  
*Other agency member (U.S.I.A.)*  
**Robert LaGamma**  
*Public member*  
**Charles G. Tildon Jr.**, management consultant.

### Board SFS-IV

(to review specialists in Classes FE-OC and FS-01)

#### Chairman

**Andrew J. Winter**, African Affairs  
*State members*  
**Dr. LaRae W. Kemp**, Medical Services  
**Ronald B. Rabens**, Foreign Service Institute  
*Public member*

**Warren Unna**, retired journalist.

## G-II/III multifunctional

(to review FS-2/3 officers)

#### Chairman

**Ambassador Alan P. Larson**, Organization for Economic Cooperation and Development  
*State members*  
**Dorothy M. Sampas**, U.S. mission to United Nations  
**Harry E. Jones**, Santo Domingo  
**Richard L. Baltimore III**, Budapest  
*Other agency member (U.S.I.A.)*  
**Lucy H. Hall**  
*Public member*  
**Alvin Thornton**, educator.

## Board G-IV

(to review tenured generalists in Class FS-4)

#### Chairman

**Stephen R. Gibson**, Economic and Business Affairs  
*State members*  
**Marshall F. Atkins**, East Asian and Pacific Affairs  
**Eileen M. Heaphy**, European and Canadian Affairs  
**George C. Lannon**, Halifax  
*Other agency member*  
**To be announced**  
*Public member*  
**Dorothy Walker-Jones**, educator.

## Board S-I

(to review specialists in classes FS-2/4 in the administrative sub-functions and generalists in class FP-4 not subject to tenure review)

#### Chairman

**Ralph Frank**, Foreign Service Institute  
*State members*  
**Ruby G. Khatib**, Canberra  
**Kumiko I. Cross**, Medical Services  
**Terry A. Larson**, Tokyo  
**Lewis G. Gilstrap**, Inter-American Affairs  
*Public member*  
**Anthony C. Greene**, computer specialist.

## Board S-II

(to review security officers and security engineering officers in classes FS-2/4 and diplomatic couriers in classes FP-2/6)

#### Chairman

**Gregory L. Johnson**, Osaka-Kobe  
*State members*  
**Ronald A. Reams**, Diplomatic Security  
**Alfred J. Verrier**, Diplomatic Security  
**Mark Stevens**, Diplomatic Security  
*Public member*  
**Berenice E. Herbert**, educator. ■

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## Post of the Month: Jerusalem

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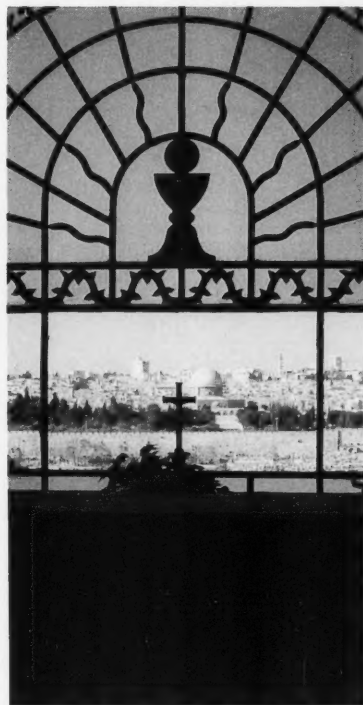
**T**HIS CONSULATE GENERAL in the Near East is in the historic city that is sacred to three of the world's great religions. U.S. Foreign Service people there are featured as part of STATE's continuing series.



The old city.



The consulate after a rare snowfall.



View of the old city through a window in Dominus Flavit Church.



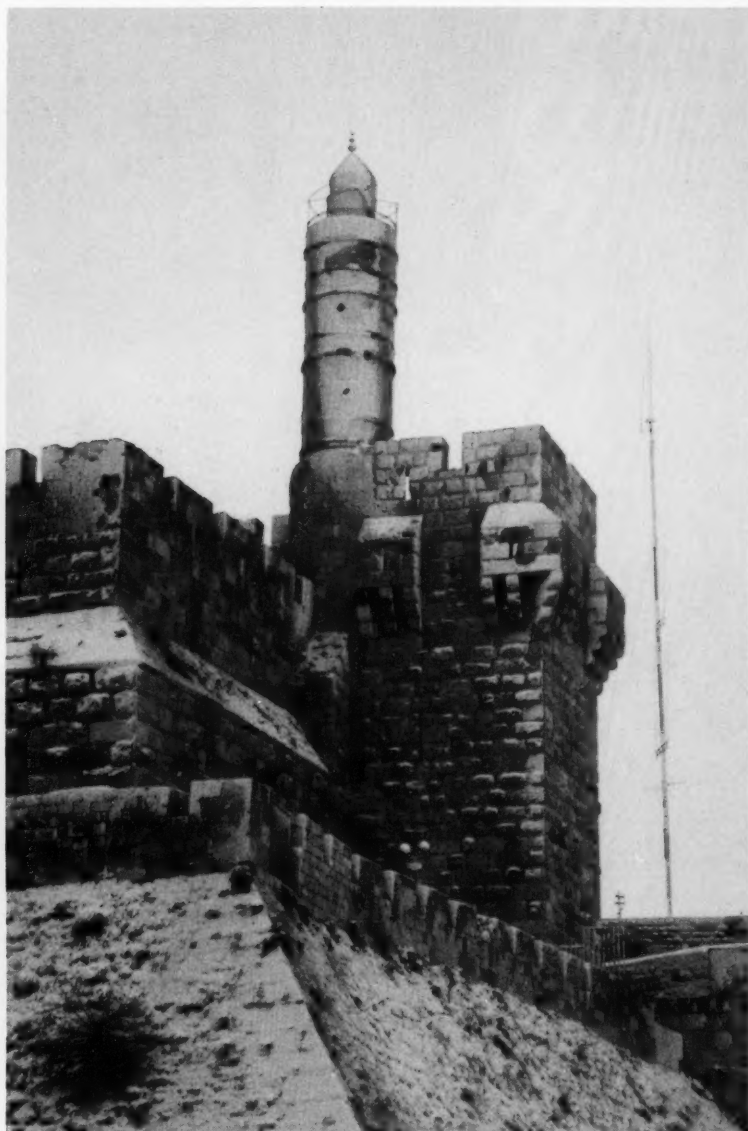
Orthodox Jews, right, enter Damascus Gate to pray at the Western Wall.



Administrative officer *Peggy Zabriskie* and her father, *Paul Abelmann*—her escort to the Marine ball.



At Mount of Beatitudes overlooking the Sea of Galilee, from left: *Rana El Issa*, federal benefits officer; *Elaine Ott*, consul general's secretary, and *Susan Awwad*, systems assistant.



The Citadel of David in the snow.



Sea of Galilee.



From left: consul general *Molly Williamson*, political officer *Michele Dunne*, *Babette Kashkett*, wife of political officer *Steve Kashkett*; and political officer *Charles Dunne*.



The Jewish quarter of the old city, covered in snow.



Embassy children, boarding school bus, with administrative assistant *Linda Cole*, left, and driver *Uzi Chezay*.



Communications officer *Jim Hartje* after the snowfall.



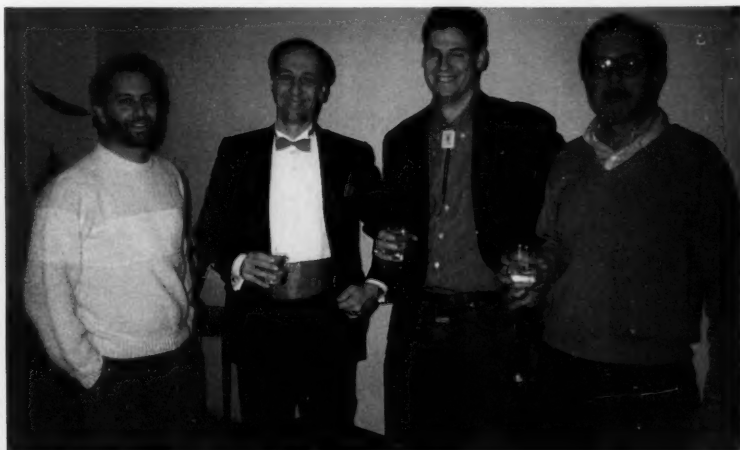
At the Western Wall, from left: secretary *Diana Clayton*, communicators *Jan Metzger* and *Kathy Short*, consular officer *Zachary Wyatt*, secretary *Lisa Clark*.

Damascus Gate bazaar.





Consul general *Molly Williamson* with investigator *Pinhas Yosef*, left, and chauffeur *Fuad Ewesat*.



Partying, from left: political officers *Steve Kashkett*, *Paul Quaglia* and *Charles Dunne*, with deputy principal officer *David Winn*.



Secretary *Baker* with Marines *Kent Jeffries*, *David Pride*, *Joseph Zimny*, *Michael Cole*, *Adrian Virges* and consul general *Molly Williamson*.



At village in the West Bank: political/economic specialist *George Saboura*, left, and deputy principal officer *David Winn*. ■

# Personnel: Civil Service

## Promotions (June)

### GG-11

**Bland, Janine**, Foreign Service Institute, Romance Languages  
**Cook, Marta Elena**, Foreign Service Institute, Romance Languages  
**Davidson, Dina Cottler**, Foreign Service Institute, Romance Languages  
**Isaacs, Judith M.**, Foreign Service Institute, Romance Languages  
**Jarquín, Vidal**, Foreign Service Institute, Romance Languages  
**Pascoe, María Carmen**, Foreign Service Institute, Romance Languages  
**Seifart, Benefrida**, Foreign Service Institute, Romance Languages  
**Soler, Berta Carmelina**, Foreign Service Institute, Romance Languages

### GM-13

**Finn, Nancy Kay**, Honolulu Passport Agency  
**Jannuzi, Frank Sampson**, Intelligence and Research, Office of Politico-Military Analysis  
**Peterson, Janie A.**, Office of Inspector General  
**Pratt, Elizabeth J.**, Diplomatic Security, Information Management  
**Pryce, Joan M.**, Family Liaison Office

### GM-14

**Henson, Thomas M.**, Bureau of Administration  
**Neilson, Thomas S.**, Bureau of Administration  
**Snuggs, M. Ann**, Diplomatic Security, Information Management

### GM-15

**Perros, Frances E.**, Department Library  
**Topping, Linda M.**, Office of the Counselor

### GS-3

**Howard, Iona R.**, Payroll Operations  
**Schwartz, Patrick S.**, Diplomatic Security, Overseas Operations, European and Canadian Region

### GS-4

**Camacho, María D.**, Los Angeles Passport Agency  
**Cooper, Teresa Arlene**, Honolulu Passport Agency  
**Fuller, Felicia Y.**, Los Angeles Passport Agency  
**Icaza, Myra Lee**, Bureau of Administration



**ADMINISTRATION**—In the Office of Acquisition, new winners of the "Golden Rule Award" for customer service, from left: Car-

rie Stevens, Monique Floyd, Cornelius Pitts Jr., Bonnie Johnston.

**Kim, Moon H.**, Los Angeles Passport Agency  
**Merchant, Diana Marie**, Office of Foreign Buildings, Real Property Management  
**Prosper, Sybil T.**, New Orleans Passport Agency

### GS-5

**Anderson, Christina L.**, Office of the Secretary, Office of Executive Director  
**Barber, Tracy B.**, Office of Chief Financial Officer, Travel Voucher Section  
**Batten, Sandra Ann**, Passport Services  
**Brophy, Martine Maudet**, Stamford Passport Agency  
**Brown, Debra C.**, New Orleans Passport Agency  
**Coleman, Charmaine Denise**, Refugee Programs  
**Lee, Meilin**, San Francisco Passport Agency  
**Marshall, Lessie L.**, Office of Chief Financial Officer, Travel Voucher Section  
**Smith, Sheldon Scot**, Passport Services  
**Tsugawa, Lynne Lee**, Honolulu Passport Agency  
**Wilkins, Angelette D.**, Executive Secretariat, Records Management

### GS-6

**Ahern, Katharine**, Consular Affairs, Office of Executive Director  
**Doyle, Jeffrey M.**, San Francisco Passport Agency  
**Duro, Victoria Ann**, Honolulu

Passport Agency  
**Fitchett, Jasmine N.**, Board of Examiners  
**Foglesong, Terri L.**, Economic and Business Affairs  
**Hetland, Arline R.**, Office of Under Secretary for Management, Personnel Management  
**Hickson, Danita**, Bureau of Personnel, Recruitment  
**Korp, Paul Carl**, Los Angeles Passport Agency  
**Markus, Kathleen F.**, Bureau of Administration  
**Pierce, Stephen M.**, East Asian and Pacific Affairs, Office of Executive Director  
**Sprouse, Judith A.**, Bureau of Personnel, Recruitment  
**Whitlock Jr., James W.**, Office of Chief Financial Officer, Office of Executive Director

### GS-7

**Bowman, Heidi Marie**, Seattle Passport Agency  
**Catlin, Timothy Michael**, Diplomatic Security, Information Management  
**Comfort, Mary M.**, Bureau of Administration  
**Evans, Patricia A.**, Bureau of Personnel, Board of Examiners  
**Grimes-Barton, Veda H.**, Office of Chief Financial Officer, Payroll Systems  
**Heeley, Keith John**, Los Angeles Passport Agency  
**Martino, Rae Ann S.**, New Orleans Passport Agency  
**Mouzon, Jan E.**, Office of Foreign Buildings, Acquisitions and Planning Office

**Smith, Josephine R.**, Chicago Passport Agency  
**Soctomah, Mary C.**, Boston Passport Agency  
**St. Clair, Amey Rowe**, Office of Inspector General  
**Webb, Mary Elizabeth**, New Orleans Passport Agency  
**Williams, Lynette E.**, Bureau of Public Affairs, Office of Press Relations  
**Wood, Antoinette**, San Francisco Passport Agency

### GS-8

**Cannetti, Domenica M.G.**, Legislative Affairs  
**Covington, Senetra M.**, Office of Chief Financial Officer, Chief of Mission Authority and Overseas Staff  
**Hawkins, Kenneth**, Bureau of Administration  
**Holloway, Sally J.**, Chinese Affairs  
**Johnston, Melody June**, Diplomatic Security, Investigations  
**Lee, Earlene C.**, Office of the Deputy Secretary, Office of Policy and Resources  
**Stevens, Ginette**, Office of the Secretary, Policy, Planning and Evaluation Staff  
**Webber, Deborah E.**, Office of Ecology, Health and Conservation

### GS-9

**Bracken, Karen Ann**, Philadelphia Passport Agency  
**Brand, Sarah A.**, Allowances Staff  
**Cook, Connie Ruth**, Diplomatic Security, Information Management  
**Hampton, Joan C.**, Department's General Services Division  
**Levitch, Mark Jason**, Intelligence and Research, Office of Executive Director  
**Martin, Janice**, Office of Legal Adviser; Ethics and Personnel  
**Portell, Sherman D.**, Houston Passport Agency  
**Tom, Wah Chor**, San Francisco Passport Agency

### GS-10

**Adame, Elvia I.**, Inter-American Affairs, San-Ysidro Consular Affairs, San-Ysidro, Calif.  
**Fernandez, Lourdes**, Inter-American Affairs, San-Ysidro Consular Affairs, San-Ysidro, Calif.  
**Gibson, Mary E.**, Diplomatic Security, Information Management  
**Jones, Benita Denise**, Houston Passport Agency



**Raynes, Sandra**, Inter-American Affairs, San-Ysidro Consular Affairs, San-Ysidro, Calif.  
**Tijerina, Alma K.**, Inter-American Affairs, San-Ysidro Consular Affairs, San-Ysidro, Calif.

#### GS-11

**Bennett, Gina M.**, Intelligence and Research, Office of Executive Director  
**Berry, Ruby A.**, Office of Chief Financial Officer, Office of Chief of Mission Authority and Overseas Staff  
**Bradshaw, Patricia Sue**, Inter-American Affairs, Office of Executive Director  
**Brown, Selwyn L.**, Office of Chief Financial Officer, General Accounting  
**Burn, Christopher J.**, Intelligence and Research, Office of Politico-Military Analysis  
**Buster, Wilhelmina E.**, Bureau of Administration  
**Camp, Shawn C.**, Intelligence and Research, Office of Executive Director  
**Clinton, Paula Ann**, Office of Chief Financial Officer, Data Input and Control Branch  
**Cornaby, John Gwyther**, Seattle Passport Agency  
**Dao, Lan-Anh**, Office of Chief Financial Officer, Accounting Division  
**Hansen, Sonja M.**, Office of Chief Financial Officer, Budget and Program Formulation  
**Henson, Carla R.**, Office of the Chief Financial Officer, Travel Advance Section  
**Horwitz, David R.**, Office of the Chief Financial Officer, Automation and Communications Division  
**Hughes, Debbie B.**, Office of Chief Financial Officer, Working Capital Funds Branch  
**Johnson, Patricia A.**, Bureau of Administration, Personnel Management  
**Lamplugh, Marianne E.**, Philadelphia Passport Agency  
**Lester, Raymond**, Intelligence and Research, Office of Executive Director  
**Ritter, Lisa B.**, Intelligence and Research, Office of Terrorism and Narcotics Analysis  
**Rodriguez-Andujar, Minerva**, Diplomatic Security, Information Management  
**Silverman, Wendy B.**, European Affairs, Defense Policy and Military Security  
**Thomas, Barry D.**, Bureau of Administration

**Valus, Kim M.**, Office of Monetary Affairs  
**Williams, Carla A.**, Office of Chief Financial Officer, Management Systems and Programs

#### GS-12

**Brown, Margaret A.**, Diplomatic Security, Counterintelligence Programs  
**Contee, Carolyn Y.**, Foreign Service Institute, Office of Acquisitions  
**Davis, Toby Logan**, Intelligence and Research  
**Hickson Sr., Lenel**, Intelligence and Research, Information Systems Division  
**Hobart, Elsa K.**, Diplomatic Security, Information Management  
**Manning, Karen E.**, Office of Inspector General  
**Sims, Melvin H.**, Department Building Management Operations  
**Taylor, Monique C.**, Office of Inspector General

#### GS-13

**Bates, Betty F.C.**, Diplomatic Security, Information Management  
**Braden, Marria L.**, Diplomatic Security, Information Management  
**Copp, Sim Smiley**, Language Services, European Interpreting Branch  
**Cruce, John A.**, Diplomatic Security, Information Management  
**Luong, Tan Van**, Office of Chief Financial Officer, Systems Development  
**Magin, Patricia R.**, Diplomatic Security, Information Management  
**Watlington, Calvin Ted**, International Narcotics Matters

#### WG-6

**Sheldon, Nickolai W.**, Department Domestic Fleet Management

#### WS-12

**Stalnakor, Ronald L.**, Department Building Management Operations

#### XP-7

**Holsendorff, Earl F.**, Diplomatic Security, Information Management

#### XP-8

**Bynum, Willie J.**, Diplomatic Security, Information Management

#### XP-9

**Richardson, Alvin B.**, Diplomatic Security, Information Management

### Appointments (June)

**Adcock, James P.**, Oceans bureau  
**Addison, Eugenia T.**, Office of Foreign Buildings, Administrative Management  
**Amaral, Pamela Ann**, Office of Under Secretary for Management  
**Amey, Raymond**, International Organization Affairs, Communication Section  
**Anderson, Andre M.**, Office of Chief Financial Officer, International Financial Operations  
**Armijo, Marguerite T.**, Summer Clerical Program  
**Balis, Martha E.**, Office of Oceans Affairs  
**Baumhaft, Chanita**, Politico-Military Affairs  
**Belsches, Kathy D.**, Diplomatic Security, Information Management  
**Benson, Amy K.**, Foreign Service Institute, Consular Training  
**Bernhart, Brady Scott**, Office of Foreign Missions  
**Billak, Robert J.**, Intelligence and Research, Office of Executive Director  
**Blust, Merwin Carl**, Office of Inspector General  
**Boone, Tanya S.**, Summer Intern Program  
**Borys, Peter**, Office of Legal Adviser, International Claims and Investment Disputes  
**Bourgeois, Catherine A.**, Diplomatic Security, Information Management  
**Bragg, Brendan C.**, Office of Chief Financial Officer, International Financial Operations  
**Braley, James M.**, International Boundary Commission  
**Brazil, Brandon Glenn**, Passport Services  
**Brennan, James R.**, Office of Chief Financial Officer, International Financial Operations  
**Bridgeman, Reginald S.**, Information Management  
**Brittain, Eric Shane**, Citizens Emergency Center  
**Broksas, Michelle Ann**, Diplomatic Security, Information Management  
**Brookins, Maryann R.**, Summer College Intern Program  
**Burt, Donald J.**, International Boundary Commission  
**Bushrod, Karen L.**, Medical Services  
**Butler, Marcellus J.**, Office of Chief Financial Officer, International Financial Operations  
**Buttross, Mylene L.**, Office of Chief Financial Officer, International Financial Operations  
**Cavanagh, Gregory Patrick**, Citizens Emergency Center  
**Chen, Nolan L.**, Diplomatic Security, Personnel Management  
**Choubey, Rachana**, Summer College Intern Program  
**Clemons, Lenwood Ray**, Diplomatic Security, Global Support Branch  
**Cloutier, John A.**, Politico-Military Affairs  
**Colston, Gwendolyn B.**, Diplomatic Security, Information Management  
**Condon, Kenneth C.**, International Boundary Commission  
**Cooper, Christopher D.**, Passport Services  
**Corr, Shannon Eileen**, Bureau of Administration  
**Coulter, Patricia Ngoc**, Office of Overseas Schools  
**Covington, Charles B.**, Foreign Service Institute, General Services  
**Damon, Robert John**, Consular Affairs  
**Davis, Aprale M.**, Summer College Intern Program  
**Davis, Yolanda J.**, Diplomatic Security, Information Management  
**Dixon, Marc I.**, Office of Chief Financial Officer, International Financial Operations  
**Dobey, Shonita L.**, Diplomatic Security, Information Management  
**Doyle, Caroline W.**, Office of Foreign Buildings, Administrative Management  
**Duclon, Denise D.**, Office of Foreign Missions, Chicago Field Office  
**Evans, Lisa N.**, Diplomatic Security, Information Management Plans  
**Fallon, Susan K.**, Diplomatic Security, Information Management  
**Ferguson-Simpson, Guana**, Diplomatic Security, Information Management  
**Florence, Shannon E.**, Consular Affairs, Office of Executive Director  
**Fluet, Andrew W.**, Diplomatic Security, Information Management  
**Freeman, Peter G.**, Bureau of Administration, Personnel Management

**PERSONNEL: CIVIL SERVICE**

- Frost, Marsha E.**, Bureau of Personnel, Recruitment
- Gallentine, Rebecca L.**, Department General Services Division
- Gamble, Tyrone A.**, Office of Chief Financial Officer, International Financial Operations
- Georgountzos, George**, Visa Services
- Gibson, Kathryn Lezah**, Department Office of Acquisitions
- Gilliam, Wallace H.**, Office of Inspector General
- Gizewski, Tamara Lynn**, Diplomatic Security, Plain Text Processing Equipment Division
- Gizewski, Tamara Lynn**, Diplomatic Security, Personnel Management Division
- Gonzalez, Maria Cecilia**, Foreign Service Institute, Romance Languages
- Gonzalez, Rene' A.**, Diplomatic Security, Information Management
- Goodby, James E.**, Office of Inspector General
- Gray, Shawnya O.**, Summer College Intern Program
- Guimond, Herman**, International Boundary Commission
- Hall, Sheree Hsueh Li**, Office of Foreign Buildings, Administrative Management
- Hall, Sydnee Hsyeh-Ni**, Office of Foreign Buildings, Administrative Management
- Hardy, Howard W.**, Director Bureau of Personnel, Board of Examiners
- Harper, Elizabeth J.**, Visa Services
- Harris Jr., James S.**, Diplomatic Security, Information Management
- Harris, Robert L.**, Office of Chief Financial Officer, International Financial Operations
- Hawkins, Frances T.**, Bureau of Administration, Personnel Management
- Heslin, Sheila N.**, Policy Planning Staff
- Hill, John Andrew**, Bureau of Administration, Personnel Management
- Horn, Winda M.**, Inter-American Affairs
- Howery, Virginia Mae**, Office of Foreign Buildings, Residential Design Branch
- Hsieh, Wendy H.**, Summer College Intern Program
- Hynes, Amy S.**, Diplomatic Security, Information Management
- Jackson, Ceasar M.**, Diplomatic Security, Information Management
- Jackson, Christopher N.**, Office of Chief Financial Officer, International Operations
- Jackson, Robyn R.**, Office of Chief Financial Officer, International Operations
- Jackson, Sheri G.**, Office of Chief Financial Officer, International Operations
- Jackson, Stephanie L.**, Diplomatic Security, Information Management
- Jelenovic, Joseph**, Inter-American Affairs, Office of Executive Director
- Jenkins, Michael H.**, Executive Secretariat
- Joe, Rita B.**, Passport Services
- Johnson, Ngina A.**, Office of Foreign Buildings, Administrative Management
- Joiner, Patricia L.**, Diplomatic Security, Information Management
- Jones, Dayna S.**, Diplomatic Security, Information Management
- Jones, Tunisia M.**, Diplomatic Security, Information Management
- Kalvritinos, Michael S.**, Boston Passport Agency
- Kazyak, Stephen J.**, Diplomatic Security, Information Management
- Keogle, Carol L.**, Office of Foreign Buildings, Administrative Management
- Khdair, Nihad**, Inter-American Affairs, Organization of American States
- Kish, Kathleen C.**, Office of Chief Financial Officer, International Operations
- Kizzee, Zana Juanita**, Office of the Deputy Secretary, Commonwealth Assistance
- Koerner, Andrew Scott**, Economic and Business Affairs, Office of Executive Director
- Kohlenbush, Gretchen A.**, Summer Clerical Program
- Kokora, Pascal Dago**, Foreign Service Institute, Romance Languages
- Krings, Julie Ann**, International Communications and Information Policy
- Krupa, Dana D.**, Office of Foreign Buildings, Program Management
- Kyle, Christopher S.**, Diplomatic Security, Global Support Branch
- Larson, Gerald E.**, International Boundary Commission
- Lau, Leilyne S.**, Summer College Intern Program
- Lawson, Veronica R.**, Diplomatic Security, Information Management
- Leak, Alexa Camille**, Department Safety Program
- Lee, Carlos L.**, Office of Chief Financial Officer, International Operations
- Lilly III, Frederick V.**, Diplomatic Security, Information Management
- Locke, Karen Ann**, Boston Passport Agency
- Mack, Jennifer L.**, Diplomatic Security, Personnel Management
- Malatesta, Matthew J.**, Diplomatic Security, Information Management
- Marsh, Adrienne J.**, Summer Clerical Program
- Martin, Candace N.**, Summer College Intern Program
- Mattis, Christopher G.**, Diplomatic Security, Information Management
- McCaffrey, James L.**, Office of Chief Financial Officer, Pre-Assignment Training
- McFerrin, Tracey L.**, Summer College Intern Program
- McGarry, Rebecca Sue**, Medical Services
- McGlohone, Lori Ann**, Passport Services
- McLaughlin, Robert D.**, Executive Secretariat
- Meisegeier, Deborah L.**, Refugee Programs
- Metts Jr., Nathaniel L.**, Pre-Assignment Training
- Miller, John H.**, Bureau of Administration
- Milner, Ernest R.**, Office of Foreign Buildings, Software and Database Branch
- Mizuno, Mutsumi**, Summer College Intern Program
- Mohler, Deborah A.**, Office of Foreign Buildings, Interior Design and Furnishings
- Morgan, Melika A.**, Office of Foreign Buildings, Administrative Management
- Morningstar, Joan C.**, Office of Foreign Buildings, Real Estate Division
- Mussington, Shawn A.**, Summer College Intern Program
- Myxter, Lyræ A.**, Diplomatic Security, Information Management
- Neal, Nicole M.**, Office of Overseas Schools
- Nelson, Brian H.**, Consular Fraud Prevention Program
- Netter, Catherine D.**, Summer College Intern Program
- Nguyen, Steven L.**, Diplomatic Security, Information Management
- Management**
- Oliphant, Eric B.**, Consular Affairs, Office of Executive Director
- Panetta, James V.**, Politico-Military Affairs
- Papendick, Michele L.**, Office of Chief Financial Officer, International Operations
- Park, Grace S.**, Office of Legal Adviser, Office of Executive Director
- Paylor, Robin L.**, Bureau of Administration
- Peashock, Jennifer S.**, Office of Chief Financial Officer
- Pena, Catherine**, Office of Inspector General
- Perez, Jose A.**, Diplomatic Security, Information Management
- Perkins, Yanna D.**, African Affairs, Office of Executive Director
- Peters, Phelon D.**, Bureau of Personnel, Board of Examiners
- Peterson, Kristin H.**, Diplomatic Security, Information Management
- Poe, Jennifer Elaine**, Consular Affairs, Personnel Management
- Pollach, Samuel K.**, Summer Clerical Program
- Pollack, Gideon Kavanaugh**, Executive Secretariat
- Poole, Jennifer Carleen**, Executive Secretariat
- Poyma, Katherine M.**, Diplomatic Security, Information Management
- Prado, Alma Liza**, Summer College Intern Program
- Prelow, Leslie A.**, Summer College Intern Program
- Priestley, Lezlie G.**, Bridgetown
- Prince, Norman K.**, Allowances Staff
- Pryor, Liza G.**, Office of Chief Financial Officer, International Associate Operations
- Pugh, Nathan**, Office of Legal Adviser, Office of Executive Director
- Pugh, Robert E.**, International Boundary Commission
- Rawles, Eric B.**, Diplomatic Security, Information Management
- Ray, Wilna F.**, Office of Chief Financial Officer, Office of Executive Director
- Read, Nathan W.**, Office of Chief Financial Officer, International Operations
- Revis, Megan Elizabeth**, Diplomatic Security, Global Support Branch
- Ribera, Robert C.**, Office of Inspector General

- Richards, Nicole Marie**, Bureau of Administration
- Richardson, Amy F.**, Office of Global Change
- Robertson, Renee R.**, Diplomatic Security, Information Management
- Rodriguez, Robert C.**, Summer College Intern Program
- Rosenblatt, Blair A.**, Diplomatic Security, Personnel Management
- Ross, Michael A.**, Diplomatic Security, Information Management
- Rushing, Charles C.**, Bureau of Administration, Personnel Management
- Russell, Catherine E.**, Bureau of Administration, Personnel Management
- Saladin, Claudia L.**, Office of Legal Adviser, International Claims and Investment Disputes
- Sandage, John B.**, Office of Legal Adviser, International Claims and Investment Disputes
- Savage, Christie N.**, Intelligence and Research, Office of Executive Director
- Savery, James H.**, Bureau of Personnel, Board of Examiners
- Schaad, Mark A.**, Politico-Military Affairs
- Scharlat, Richard R.**, Intelligence and Research, Office of Executive Director
- Schupp, Steven P.**, International Boundary Commission
- Semakis, Florence M.**, Office of Foreign Missions
- Shelton, Cole C.**, Office of Inspector General
- Sherr, Adam L.**, Office of Legal Adviser, Office of Executive Director
- Sherwin, Carolyn**, Office of Foreign Buildings, Administrative Management
- Sherwin, Elizabeth D.**, Office of Foreign Buildings, Administrative Management
- Shultz, Dave Eric**, International Boundary Commission
- Shwachman, Arthur W.**, Diplomatic Security, Personnel Management
- Slade, Celena T.**, African Affairs, Office of Executive Director
- Smarr, Jamie A.**, Summer College Intern Program
- Smith, Elizabeth Ann**, Office of Inspector General
- Snyder, Paul E.**, African Affairs, Office of Executive Director
- Sohn, Christina E.**, Office of Legal Adviser, International Claims and Investment Disputes
- Spirtas, Michael G.**, Oceans bureau
- Stewart, Yolanda Y.**, Diplomatic Security, Information Management
- Streets, Theodore M.**, Office of Chief Financial Officer, International Operations
- Svahn, John A.**, Panamanian Affairs
- Swanson, Wayne E.**, International Boundary Commission
- Sykes, Tracie J.**, Summer Clerical Program
- Symonds, Jonathan T.**, Legislative Affairs
- Teutschbein, Kerry S.**, Office of Chief Financial Officer, Office of Budget and Program Execution
- Thomas, Damon L.**, Summer Clerical Program
- Thompson, Dionne**, Diplomatic Security, Information Management
- Thompson, Mark A.**, Inter-American Affairs
- Tirpak, Merideth A.**, Oceans bureau
- Torrence, Torre**, Summer Clerical Program
- Van Fossan, Christina L.**, Office of Chief Financial Officer, Office of Budget and Program Formulation
- Venable, Monica Nicole**, Office of Foreign Missions
- Webber, Jennifer L.**, Bureau of Public Affairs, Office of Executive Director
- Whitlow, Jabari L.**, Office of Chief Financial Officer, International Operations
- Willis, Dana L.**, Office of Chief Financial Officer, International Operations
- Willis, Nicole L.**, Bureau of Administration
- Wilmer, Terrence F.**, Office of Foreign Buildings, Real Estate Division
- Winter, Dolores I.**, African Affairs, Office of Executive Director
- Withers, Samara K.**, Pre-Assignment Training
- Witherspoon, Asenath D.**, Department Office of Acquisitions
- Woods, Paula Denise**, Consular Affairs, Office of Executive Director
- Young, John C.**, Panamanian Affairs
- Zuckerman, Gail A.**, Consular Fraud Prevention Program
- Processing Center to New York Passport Agency**
- Bravo, Idalia**, Northeast Passport Processing Center to New York Passport Agency
- Dewely, Mercedes**, Northeast Passport Processing Center to New York Passport Agency
- Driano, Susan Jane**, International Organization Affairs to Economic and Business Affairs
- Francischelli, Joan Marie**, Pre-Assignment Training to Passport Services
- Gilley, Kristen F.**, Near Eastern and South Asian Affairs to Office of Under Secretary for Management
- Harvey, Keisha Lynette**, Pre-Assignment Training to Refugee Programs
- Le Master, Vicky Marie**, Pre-Assignment Training to Foreign Service Institute, Consular Training
- Lee, Cheung Hau**, Northeast Passport Processing Center to New York Passport Agency
- Scott, Jovedia**, Northeast Passport Processing Center to New York Passport Agency
- Resignations (June)**
- Battle, William E.**, Medical Services
- Bridewell, Patricia S.**, Fisheries Affairs
- Chapa, Diane A.**, Bureau of International Organization Affairs, Administrative Services
- Chin, Laura**, San Francisco Passport Agency
- Clemons, Lenwood Ray**, Diplomatic Security, Global Support Branch
- Creamer, Jacquelyn L.**, Seattle Passport Agency
- Dudley, Lee O.**, San Francisco Passport Agency
- Dunn, Elaine P.**, Pre-Assignment Training
- Gillespie, Bernice E.**, Department Employee Services Center
- Griggs, Mary H.**, Diplomatic Security, Counterintelligence Programs
- Harwood, Douglas James**, Office of Inspector General
- Hieb, Laura Josefa**, Seattle Passport Agency
- Hynes, Amy S.**, Diplomatic Security, Information Management
- Jacobs, Mary E.**, Diplomatic Security, Information Management
- Kefauver, John P.**, Los Angeles Passport Agency
- Landon, Mark A.**, Office of Chief Financial Officer, Payroll Operations
- Lesser, Lawrence B.**, Office of Inspector General
- McKoy, Catherine**, Bureau of Personnel, Information Management
- Read, Edward Morton**, Alcohol Awareness Branch
- Richman, Alvin**, Bureau of Public Affairs
- Ruocchio, Cynthia**, Bureau of Public Affairs
- Shutika, Jill M.**, Bureau of Public Affairs
- Swartzbaugh, Jay Thomas**, Office of Inspector General
- Tillman, Darieta Y.**, Office of Chief Financial Officer, Domestic Functional Bureaus Division
- Tutty, Traci A.**, Seattle Passport Agency
- Valla, Edwin Eugene**, Miami Passport Agency
- Wells, Sherrill B.**, Office of Historian
- Wiley, Tanya Rashelle**, Office of Legal Adviser, Office of Executive Director
- Zittrain, Jonathan L.**, Diplomatic Security, Information Management
- Retirements (June)**
- Deaner, Louis N.**, International Conference Administration
- Devine, James B.**, Oceans bureau
- Kane, Marie M.**, Philadelphia Passport Agency
- Williams Jr., Raymond C.**, Office of Foreign Buildings, Administrative Management □
- Promotions (July)**
- GM-13**
- Alfaro, Loretta A.**, Houston Passport Agency
- Price II, Jack E.**, Economic and Business Affairs, Office of Executive Director
- Wellington, Martin A.**, Politico-Military Affairs
- Wiesnet, Timothy Michael**, Los Angeles Passport Agency
- GM-14**
- Jackson, Carol J.**, Office of Chief Financial Officer, General Accounting and Reports
- McCarty, Sondra F.**, Bureau of Public Affairs, Office of Press Relations
- GM-15**
- Batt, Eugene P.**, Bureau of Personnel, Resource Planning and
- Reassignments (June)**
- Beck, Enid**, Northeast Passport

## PERSONNEL: CIVIL SERVICE

Allocation  
**Latham, Gary Crawford**, Diplomatic Security, Office of Information Systems Security  
**Ward, Elizabeth J.**, Regional and Multinational Force and Observer Affairs

### GS-2

**Berry, Getoria M.**, Office of Civil Service Personnel Management  
**Wooten, Ronita N.**, Office of Civil Service Personnel Management

### GS-3

**Mooney, Aisha M.**, Bureau of Personnel, Recruitment, Exams and Employment

### GS-4

**Alvarez, Livier**, San Francisco Passport Agency  
**Bradshaw, Darlene D.**, Houston Passport Agency  
**King, Zsanetta Angela**, Passport Services  
**Lomax, Erika L.**, Intelligence and Research, Office of Executive Director  
**Malone, Carol D.**, Houston Passport Agency  
**Sun, Sarah**, San Francisco Passport Agency  
**Thompson, Lenora**, Passport Services

### GS-5

**Banfield, Denise A.**, Foreign Service Institute, Political Training  
**Blake, Regina**, Bureau of Administration

**BUREAU OF PERSONNEL**—Award ceremony, left to right: *Kisha L. Anglin, Jacqueline R.*

**Boothby, Kimberly Paige**, Los Angeles Passport Agency  
**Figuroa, Luz C.**, Stamford Passport Agency  
**Fitzpatrick, Eric D. Wayne**, Los Angeles Passport Agency  
**Ginsberg, Erica M.**, Language Services, European Interpreting Branch

**Smith, Irvin Lee**, Bureau of Administration

### GS-6

**Adkins, Linda M.**, Diplomatic Security, Information Management  
**Ashcraft, Doreatha M.**, Office of Inspector General  
**Bohannon, Lisa R.**, Houston Passport Agency  
**Haines, Terri L.**, Diplomatic Security, Information Management  
**Johnson, Dorothy L.**, Passport Services  
**McGaffey, Jennifer J.**, Operations Center

**Osborn, Susan Linda**, Diplomatic Security, Chicago Field Office

**Staton, Michelle Marie**, Foreign Service Institute, Office Management Training

### GS-7

**Allen, Carrie**, Diplomatic Security, Information Management  
**Cornelius, Kevin B.**, San Francisco Passport Agency  
**Gaddie, Charleane**, Office of Chief Financial Officer, Retirement

*Smith, Patricia C. Berzins, Barbara S. Harvey, Tami T. Allen, Deborah E. Snipes.*

ment Records Branch  
**Green, Reginald James**, Bureau of Public Affairs, Office of Executive Director

**Height, Edward J.**, European Affairs, Office of Executive Director

**Hilley, Carol R.**, East Asian and Pacific Affairs, Office of Executive Director

**Jones, Jeffrey L.**, Diplomatic Security, Information Management

**McGee, Renee M.**, Executive Secretariat, Combined Message Center

**McGill, Susie D.**, African Affairs, Office of Executive Director

**McKenna, Francis P.**, Office of Legal Adviser, Office of Ethics and Personnel

**Moody, Gregory Prentice**, Diplomatic Security, Information Management

**Nelson, Teresa A.**, Diplomatic Security, Information Management

**Persons, Karen R.**, Houston Passport Agency

**Reid, April Marie**, Passport Services

**Talbot, Carmen Del Rosario**, Diplomatic Security, Information Management

**Taylor, Pamela E.**, Intelligence and Research, Office of Executive Director, Personnel

**Thompson Jr., Raymond**, Diplomatic Security, Information Management

**Tilbury, Kathleen A.**, Legislative Affairs

**Wiggins, Earnestine**, Medical

Services  
**Wright, Martina M.**, U.S. Mission to Organization of American States

### GS-8

**Crawford, Theresa A.**, West African Affairs

**Dawkins, Janice Wilkinson**, Economic and Business Affairs, Transportation

**Griggs, Lennetta M.**, Office of Chief Financial Officer, Office of Compensation and Pension

**Irvin, Ella M.**, Diplomatic Security, Information Management

**Jorgensen, Linda R.**, Office of Legal Adviser, East Asian and Pacific Affairs

**Williams, Cheryl D.**, African Affairs, Economic Policy Staff  
**Willingham, Doretta M.**, Near Eastern and South Asian Affairs, Office of Regional Affairs

### GS-9

**Berry, Robin L.**, Diplomatic Security, Information Management

**Cueto-Jamison, Alice**, Los Angeles Passport Agency

**Delauder, Michael A.**, Bureau of Administration

**Ehlers, Arthur H.**, Bureau of Personnel

**Esper, Richard M.**, Bureau of Personnel, Recruitment

**Jones, Delores L.**, Visa Services

**Kerr, Katherine Semakis**, Intelligence and Research, Office of Executive Director





**BUREAU OF PERSONNEL**—At award ceremony, first row, left to right: *Helen Berger, Deborah*

*Snipes, acting director general Larry C. Williamson, Marie Cas-*

*sell, Judith Smallwood. Second row: Thomas O'Herron, Jean*

*McGarry, Lynwood Eaton, Roland Kuchel, Mary Bell.*

**Nakian, Elizabeth A.**, Intelligence and Research, Office of Executive Director

**O'Neill, Amy W.**, Intelligence and Research, Office of Executive Director

**Perez, Ana Victoria**, Bureau of Personnel

**Pike, Lawrence Vernon**, Intelligence and Research, Office of Executive Director

**Robinson, Lawanna E.**, East Asian and Pacific Affairs, Office of Executive Director

**Siatis, Mary P.**, Office of Inspector General

**Tuminaro, John D.**, Intelligence and Research, Office of Executive Director

**GS-10**

**Lester, Joyce A.**, Houston Passport Agency

**GS-11**

**Arnett, Barbara A.**, Diplomatic Security, Information Management

**Beck, Doris A.**, Oceans bureau

**Church, Andrew**, Politico-Military Affairs

**Coker, Shyrl A.**, Office of Inspector General

**Gamble, Victoria B.**, Executive Secretariat, Records Management

**Glover, Rita Maria**, Bureau of Personnel, Information Management

**Jackson, Marjorie J.**, Office of Counter-Terrorism

**Johnson, Cozetta D.**, Office of Counselor of the Department

**Mayes, Betty C.**, Bureau of Public Affairs, Office of Assistant Secretary

**Potts, Leroy George**, Intelligence and Research, Office of Executive Director

**Ruby, Cynthia Marie**, Diplomatic Security, Information Management

**Suryan, Kathleen Emily**, Bureau of Personnel

**GS-12**

**Besson, Wanda Kay**, Office of Foreign Buildings, Acquisitions Division

**Clark, Melvin**, Diplomatic Security, Information Management

**Costner, Steven R.**, Politico-Military Affairs

**Dupont, Vincent C.**, Intelligence and Research, Strategic Forces Division

**Enstrom, Karen L.**, Intelligence and Research, Analysis for Western Europe and Canada

**Hunter, Nora T.**, Politico-Military Affairs

**Mayer, Constance M.**, Intelligence and Research, Arab-Israel States Division

**McCoy, Sheila R.**, Office of Legal Adviser, Office of Ethics and Personnel

**Patten, Patsy J.**, Foreign Service Institute, Office of Acquisitions

**Previti, Barbara J.**, Consular Fraud Prevention Program

**Redmond, John J.**, Office of Inspector General

**Sadler, Harold**, Office of Chief Financial Officer, Budget and Program Execution

**Stevens, Angela D.**, Diplomatic Security, Contract Administration and Procurement

**Stewart, Donald J.**, Diplomatic Security, Information Management

**Valdez, Constance H.**, Diplomatic Security, Global Support Branch

**Wedlock Jr., Henry I.**, Intelligence and Research, Eastern Europe

**Wiley, Beverly M.**, African Affairs, Office of Executive Director

**Yacoubian, Mona**, Intelligence and Research

**GS-13**

**Fields, J. Burford**, Consular

Affairs, Office of Executive Director, Domestic Systems

**Gorelick, Marc**, Consular Fraud Prevention Program

**Overstrom, Kevin Karl**, Consular Fraud Prevention Program

**GS-14**

**Sison Jr., Desiderio**, Office of Foreign Buildings Mechanical Engineering Branch

**GS-15**

**Arizu, Patricia A.**, Language Services, European Interpreting Branch

**WG-12**

**Hensley III, Robert K.**, Department Building Management Operations

**Appointments (July)**

**Able, Patricia J.**, Bureau of Public Affairs, Office of Executive Director

**Archer, Deborah M.**, Executive Secretariat

**Balzano, Joanne L.**, Economic and Business Affairs, Office of Assistant Secretary

**Barrett, Dennis P.**, Antananarivo Clerical Program

**Barrett, Robert S.**, Diplomatic Security, Information

**PERSONNEL: CIVIL SERVICE**

Management  
**Boone-Chaplin, Roslyn**, Soviet Union Affairs  
**Brown, Truman E.**, Near Eastern and South Asian Affairs, Office of Executive Director  
**Buffalo Jr., Harvey A.**, Office of Inspector General  
**Cameron, Beatrice Hill**, Office of Overseas Schools  
**Cantor, Joshua Seth**, Politico-Military Affairs  
**Capen Jr., Richard G.**, Madrid  
**Carotenuto, Venetia E.**, Politico-Military Affairs  
**Clark, Kenneth M.**, Office of Inspector General  
**Clark, Michael L.**, Bureau of Administration  
**Conway, Kenneth F.**, Office of Foreign Buildings, Cost Engineering Branch  
**Conway, Timothy J.**, Bureau of Administration  
**Dalla, Troy N.**, Washington Passport Agency  
**Demianczuk, Yolanda M.**, Office of Foreign Buildings, Art in

Embassies Program  
**Dobbs, Michael**, Consular Affairs, Personnel  
**Engel, Matthew A.**, Office of Chief Financial Officer, Management Policy  
**Faigle Jr., John N.**, International Organization Affairs, Personnel  
**Fitzgerald, William Henry**, Dublin  
**Flanagan, Michael James**, Office of Foreign Buildings, Financial Management  
**Folie Jr., Richard**, Summer College Intern  
**Freeman, Lillian J.**, Chicago Passport Agency  
**Gorham, Shaconna D.L.**, Consular Affairs, Office of Executive Director  
**Grainger, Charles A.**, Diplomatic Security, Information Management  
**Graves, Elizabeth L.**, Inter-American Affairs, Office of Executive Director  
**Hagee, John V.**, Diplomatic Security, Information Management



**BUREAU OF ADMINISTRATION—Mae Hunter** was named by the Office of Operations as "Driver of the Quarter." (State Department photo by Shawn Moore)

**Handel, Deanna Eline**, African Affairs, Office of Executive Director  
**Harris, Angel S.**, Passport Services  
**Harrower, Maura B.**, Office of Chief Financial Officer, Pre-Assignment Training  
**Hart, Sylvia**, Passport Services  
**Holt, Marilyn P.**, Foreign Service Institute, Office Management Training  
**Hopper, Robert F.**, Office of Under Secretary for Management  
**Hruska, Andrew C.**, Office of Legal Adviser, Office of Executive Director  
**Jackson, Mark A.**, Passport Services  
**Kaplan, Alma V.**, Visa Services  
**Kemp, Nikki Carlo**, Diplomatic Security, Management  
**Kim, Wha Chum Mary**, Foreign Service Institute, Asian and African Languages  
**Klissas, Nicholas S.**, Human Rights and Humanitarian Affairs



**FOREIGN SERVICE INSTITUTE—Civil Service secretarial trainees, left to right (standing): Sultana Varvarousis (instructor),**

**Tony Daniel, Sherry Houston, Andrew Kejauver, Barbara Gomes, Ann Hogan, Olga McGrath, Monica Abner, Suzanne Sheppard,**

**Regina Taylor, Michelle Smith, Leslie Bush, Patrick Hatchett. Seated: Tuyet Massingill, Bessie Russell, Sonya Shaffer, Kristin**

**Call, Linda Stewart, Kendra Johnson.**

**Knowles, Gail W.**, Family Liaison Office  
**Lepak, Brian Clark**, Intelligence and Research, Office of Executive Director  
**Liptak, Agnes Koriako**, Passport Services  
**Logan, Tonya Lynne**, Foreign Service Institute, Language Studies  
**Lopez, Ana-Maria**, Visa Services  
**Malloy, Phyllis Athena**, Consular Affairs, Personnel Management  
**Margeson, Michael V.**, Office of Foreign Buildings, Policy and Program Analysis  
**Mark, David E.**, Intelligence and Research, Eastern Europe  
**Mason, Egypt M.**, Passport Services  
**Mermoud Jr., Jules Frank**, Near Eastern and South Asian Affairs  
**Mills, Myrna L.**, Office of Foreign Buildings, Engineering Support  
**Moore, Bert C.**, African Affairs, Office of Executive Director  
**Moran, James B.**, African Affairs, Office of Executive Director  
**Musch, Donald J.**, Office of Chief Financial Officer, Management Systems  
**Odegaard, Kara Noel**, African Affairs, Office of Executive Director  
**Olcott, Martha B.**, Office of Deputy Secretary  
**Onofrietti, Joseph D.**, Office of Legal Adviser, Office of Executive Director  
**Patierno, Lisa Jane**, Office of Foreign Missions  
**Pegues, Joselyn S.**, Foreign Service Institute, School of Language Studies, Research Evaluation and Development  
**Pratsch, Lloyd W.**, Office of Procurement Executive  
**Ramirez, Anna May T.**, Chicago Passport Agency  
**Reddy, Christian Michael**, Bridgetown  
**Reid, Leshan R.**, Diplomatic Security, Information Management  
**Roach, Joseph Ashley**, Office of Legal Adviser  
**Roach, Michelle Lynn**, Executive Secretariat  
**Robinson, Paula M.**, Medical Services  
**Rogers, Dean A.**, Politico-Military Affairs  
**Rogich, Sigmund A.**, Reykjavik  
**Roots, Michael V.**, Consular Affairs, Communications and Records Section  
**Russell, Darlene**, Chicago Passport Agency

**Sargent, Keith Allen**, Politico-Military Affairs  
**Scales, Latoya D.**, Office of Chief Financial Officer, International Financial Operations  
**Schifter, Richard**, Human Rights and Humanitarian Affairs  
**Seidman, Dov L.**, Office of Legal Adviser, Office of Executive Director  
**Shenderey, Asya**, Foreign Service Institute, North and East European Languages  
**Skinner, Tasha**, Inter-American Affairs, Office of Executive Director  
**Smitherman, GERALYN G.**, Office of Legal Adviser, Office of Executive Director  
**Snyder, Edward T.**, Consular Affairs, Personnel Management  
**Sotiropoulos, George**, Diplomatic Security, Personnel Management  
**St. Aubin, Rene-Enrico**, Diplomatic Security, Information Management  
**Talbot, Adam J.**, Diplomatic Security, Information Management  
**Thompson, Eric L.**, Department of Building Management Operations  
**Thompson, Ward C.**, Intelligence and Research  
**Tornavacca, Lee W.**, Passport Services  
**Tracy, Shannon Lee**, European Affairs  
**Tuggle, Katasha L.**, Diplomatic Security, Information Management  
**Velazquez, Daisy Marie**, Office of Foreign Buildings, Engineering Support  
**Ward, Paul Jonathan**, Bureau of Personnel  
**Weden, Alexandra A.**, Medical Services  
**Weeks, Richard L.**, European Affairs, Budget Branch  
**Williams, Kathy J.**, Diplomatic Security, Information Management  
**Williams, Timothy S.**, Bureau of Administration  
**Zlater, William L.**, Office of Foreign Buildings, Contracts Branch Central

### Reassignments (July)

**Algarin, Karlin Elena**, Pre-Assignment Training to European Affairs  
**Ayres, Ronald G.**, Houston Passport Agency to National Passport Center, Pease Air Force Base, N.H.

**Charles, Kathleen J.**, Office of Inspector General to Diplomatic Security, Resource Management  
**Comegys, Lisa R.**, Pre-Assignment Training to Bureau of Administration  
**Moses, Steven L.**, San Francisco Passport Agency to Chicago Passport Agency  
**Nadler, Steven**, Intelligence and Research, Information Systems to Consular Affairs, Domestic Systems  
**Peters, Tammy Suzanne**, Consular Affairs, Personnel Management to Consular Fraud Prevention Program  
**Pollard, Carol L.**, Pre-Assignment Training to Office of Deputy Secretary  
**Rini, Jay A.**, Citizens Consular Services, African Services Division to U.S. Mission to Organization of American States  
**Sears, Shelbree L.**, Pre-Assignment Training to Office of Inspector General  
**Sheppard, Suzanne M.**, Diplomatic Security to International Narcotics Matters  
**Slager, James Robert**, Office of Foreign Buildings to Bureau of Administration  
**Trejo, Maria Antonieta**, International Narcotics Matters to Oceans Bureau

### Resignations (July)

**Abrams, Crystal S.**, Diplomatic Security, Information Management  
**Battaglia, Linda T.**, Office of Chief Financial Officer, Office of Executive Director  
**Beyoghlow, Kamal A.**, Office of Counter-Terrorism  
**Brand, Timothy E.**, Economic and Business Affairs, Office of Cocom Affairs  
**Butler, Tammy L.**, Passport Services  
**Czarnecki, Janine M.**, Office of Protocol, Blair House Section  
**Dao, Ann Q.**, Inter-American Affairs, Office of Executive Director  
**Elliott, Lynne Granger**, Office of Foreign Buildings, Program Management  
**Fuchs, Lydia E.**, Human Rights and Humanitarian Affairs  
**Grant, Frances Johnson**, Executive Secretariat, Records Management  
**Gregg, Keri K.**, Houston Passport Agency  
**Gweshe, Priscilla**, Kingston

**Heeley, Keith John**, Los Angeles Passport Agency  
**Hill, Jean C.**, Office of Inspector General  
**Howard-Myers, Elizabeth A.**, Allowances Staff  
**Howd, Jo Ann**, U.S. Delegation, Geneva Arms Negotiations  
**Johnson, Stephen C.**, Bureau of Public Affairs, Office of Public Communications  
**Kamplaine, Theodore David**, Seattle Passport Agency  
**Kim, Jina**, Diplomatic Security, Information Management  
**Knauf, Kenneth W.**, Diplomatic Security, Overseas Operations  
**Krupa, Dana K.**, Office of Foreign Buildings, Program Management  
**Ledesma, Francine B.**, Foreign Service Institute, Romance Languages  
**Lichter, Elizabeth A.**, Language Services, Translating  
**Link, Claudia M.**, Soviet Union Affairs  
**Matthews, Diana T.**, Diplomatic Security, Information Management  
**Mills, Hollie Lynn**, Office of Foreign Buildings, Contracts Branch East  
**Moses, Selwa K.**, Nassau  
**Muse, Pamela Nichelle**, Bureau of Public Affairs, Office of Executive Director  
**Preston, Nancy A.**, Diplomatic Security, Information Management  
**Sariti, Mary Ellen**, Family Liaison Office  
**Sewell, Tonia M.**, Diplomatic Security, Information Management  
**St. Denis, Hedy Arlette**, Foreign Service Institute, North and East European Languages  
**Tighe, Robert Francis**, Chicago Passport Agency  
**Vazquez, Edward**, Diplomatic Security  
**von Briesen, Frederica B.**, Office of Foreign Missions  
**Waite, David G.**, Miami Passport Agency  
**Ward, Paul Jonathan**, Bureau of Personnel  
**Willis, Dana L.**, Office of Chief Financial Officer, International Financial Operations

### Retirements (July)

**Leatherman, Mildred J.**, Office of the Deputy Secretary  
**Sanford Jr., William F.**, Bureau of Public Affairs, Office of Historian, Arms Control and Economic Division ■

## Ask Dr. Kemp



**Q.** **BETHESDA, MD.**  
*My brother does most of his food shopping at the health food store, and even on occasions when he goes to a local chain he buys only foods labeled "all natural." These foods are usually so expensive. Are they really all so much better?*

**A.**  
Without knowing the specific foods and brands, I can't answer your question completely. I can say, however, that not all health foods are healthier than the regular brands, or even safer. Reading the labels can be very interesting. You'll be surprised at the additives listed on foods labeled as all natural. When purchasing any type of food or over-the-counter medicine (such as tonics and vitamins), you should always check the ingredients, regardless of the type of retail outlet. Your skepticism may be rewarded when you find popular store brands with healthy ingredients, at times at much lower prices than those at the natural food stores.

**Q.** **WEST AFRICA**  
*My best friend was recently diagnosed with systemic lupus erythematosus. Can you provide some information on this disease for me?*

**A.**  
This is a chronic disease that causes inflammation of connective tissue, the material that supports and joins parts of the body and organs within the body. Although the precise basis for this disease is unknown, it's believed to be an autoimmune disorder, marked by an allergy to the body's normal tissues. Most patients experience initial joint pain and stiffness, which may or may not be associated with fever and malaise. The disease can attack any organ in the body, like the skin, kidneys and lungs, as well as the blood and nervous systems. Therefore, symptoms will vary, depending on the organ systems involved and the severity of the involvement. The malady is diagnosed by blood tests, especially those that measure antibody proteins to normal cells. The two most common tests are the antinuclear antibodies and the anti-D.N.A. antibodies. Some medicines may occasionally cause a syndrome resembling the disease, which usually disappears once the

*This column by LaRae Kemp, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Kemp directly. In either case, your privacy will be respected; your post will not be identified. □*

offending drug is discontinued. Treatment depends on severity. Mild forms usually respond to aspirin, aspirin substitutes or antimalarial drugs, such as hydroxychloroquine. Moderate or severe forms require the steroid cortisone. As soon as symptoms are controlled, the dose of cortisone is tapered and stopped. Patients may remain in remission for months or even years. The disease is a fairly common and serious disorder, for which treatment is almost always necessary. With therapy, most patients can be helped to lead long and symptom-free lives. Patients with systemic lupus erythematosus often need emotional support when they go through periods when they're tired and not feeling well. So your friend is very lucky to have someone like you who is concerned.

**Q.** **WASHINGTON**  
*I frequently suffer from cold sores and cracked lips. My doctor indicates that I should keep my lips moist, yet I don't think he knows the extent of these ugly, painful lesions. Over-the-counter remedies simply dry my lips further, and make the situation worse. Any suggestions?*

**A.**  
It's not clear whether your lips are first chapped or your situation is initiated by a contagious infection. In the first instance, lip balm (containing lanolin) and avoidance of harsh sunlight (and cold weather) may help. After using the balm, apply a sunscreen or petrolatum-based ointment to seal in the moisture and prevent the drying effects of the weather. Don't moisten your lips with saliva; this will only make matters worse. In the second instance, that of an infection, you'll need more assistance. Repeated bacterial infections may be cured with topical antibiotics, such as Neosporin cream. If, however, you're suffering from recurring bouts of herpes virus infection, acyclovir (Zovirax), a prescription antiviral compound, may give you relief. Make an appointment with a dermatologist. Try to

time the visit with the early stages of the eruptions. This will give the specialist a better idea of how your sores begin and what's causing them.

**Q.** **ASIA**  
*I notice that my ankles swell after long airplane flights. This hasn't happened before, but it goes away by itself in a day or so. Should I be concerned?*

**A.**  
The ankle swelling you describe, called edema, is accumulated body fluid. In your case, it's due to gravity and the dependent position of your feet, allowing the fluid to "pool." Walking helps the muscles massage this fluid throughout your body, so getting up every 30 minutes to walk around the airplane cabin would help. Persistent edema (more than five days) should be evaluated by your physician.

**Q.** **EAST AFRICA**  
*During a screening flexible sigmoidoscopy, my doctor found a polyp and removed it even though it was not malignant. Why do intestinal polyps have to be removed even if they are benign?*

**A.**  
Polyps, small cherry-like growths on the intestinal wall, are usually benign, but they may become cancerous in time if they're not removed. Polyps can be detected by your doctor either by X-rays or during examinations of the large intestine (colon) with a flexible instrument (sigmoidoscope or colonoscope) inserted through the rectum as yours was. Polyps can be easily and safely removed while your physician directly views the inside of the intestine with this instrument, in a single visit to the doctor's office. Generally, no further treatment is required. After a polyp is found, your doctor will recommend routine checkups to see if new polyps develop. If they do, they too should be removed. Extensive surgery is performed only when cancerous tissue is found deep within the polyp during the standard laboratory review that takes place each time a polyp is removed. ■



# Bureau Notes

## The Seventh Floor

### Office of the Secretary

SECRETARY BAKER traveled to London to undertake consultations, June 11-12. Accompanying him and serving as members of the plane and advance teams were special assistants KAREN GROOMES and CARON JACKSON; staff assistant CLAIRE GILBERT; W. ROBERT PEARSON, executive secretary of the Department; LYNNWOOD M. DENT, executive director, Executive Secretariat; Secretariat Staff officer STUART JONES and line assistant HELENA McGEVNA; computer systems specialist LYNN SWEENEY; DENNIS ROSS, director, Policy Planning Staff; the assistant secretary for European and Canadian Affairs, THOMAS NILES; the assistant secretary for public affairs, MARGARET TUTWILER, and her deputy, GRACE MOE, and special assistant, BETH DEWEERDT; the under secretary for international security affairs, REGINALD BARTHOLOMEW, and senior adviser JAMES TIMBIE; DIMITRY ZARECHNAK, the official interpreter; National Security Council staff member JOHN GORDON; STEVEN HADLEY, Department of Defense; General JOHN SHALIKASHVILI, Joint Chiefs of Staff; RONALD LEHMAN, director, Arms Control and Disarmament Agency; VICTOR ALESSI, Department of Energy; and JIM MacEACHIN, Central Intelligence Agency.

Mr. Baker traveled to Warsaw, Munich and Helsinki, July 4-10, to accompany the President in Warsaw and participate in the Munich "Group of Seven" economic summit, and the Conference on Security and Cooperation in Europe in Helsinki.

Accompanying the Secretary and serving as members of his plane and advance teams were: staff assistants LIZ LINEBERRY, MARILYN NEWMAN and Claire Gilbert; Mr. Pearson and his deputy, RUSSELL LaMANTIA; Lynwood Dent; Secretariat Staff officer NORA DEMPSEY and line assistant DELORES HICKS (Warsaw advance); staff officer JONATHAN COHEN and KAREN EMMERSON (Munich advance); Mr. Jones and SUSAN EDWARDS (Helsinki advance); Lynn Sweeney; the under secretary for political affairs, ARNOLD KANTER, and special assistant EILEEN MALLOY and his personal assistant, CORNELIA CARTER-TAYLOR; the under secretary for economic affairs, ROBERT ZOELLICK, with deputy under secretary ROBERT FAUVER and special assistant ROSS WILSON; Assistant Secretary Niles; and MARY ANN YODEN, special assistant to Ms. Tutwiler.

Mr. Baker consulted with President Bush in Kennebunkport, Me., and traveled to San Diego for bilateral meetings with the president of Mexico, July 13-17.

Accompanying the Secretary were the assistant secretary for inter-American affairs, BERNARD ARONSON; National Security Council staff members WILLIAM PRYCE, CHRISTINE MARTIN and JIM GAUGHIN; and CARLA HILLS, who is the U.S. trade representative for the President.

From July 18-26 Mr. Baker traveled to Jerusalem, Amman, Damascus, Cairo, Jeddah and Manila, to discuss Middle East issues and to attend the Association of South East Asian Nations post ministerial conference in Manila. Accompanying him were Ms. Groomes, Claire Gilbert, Ms. Newman and Ms. Lineberry; Mr. Pearson; Lynwood M. Dent; Mr. Jones and PATTY GILLESPIE (plane team); JONATHAN COHEN, MICHAEL PUC CETTI and HELENA McGEVNA (Jerusalem advance); TODD ROBINSON and JEFF ARNDT (Damascus advance); MARY DRAPER and JUDY WEAVER (Jeddah advance); LEE O'DONNELL and LINDA LYDA (Manila advance); Lynn Sweeney; Mr. Ross and his deputy, WILLIAM BURNS, and special assistants AARON MILLER and JOHN HANNAH and personal assistant HELEN ELLIS; Under Secretary Zoellick; the assistant secretary for East Asian and Pacific affairs, WILLIAM CLARK, and his deputy, KENNETH QUINN; the assistant secretary for legislative affairs, JANET MULLINS; the assistant secretary for Near Eastern and South Asian affairs, EDWARD DJEREJIAN, and his deputy, DANIEL KURTZER; Ms. Tutwiler, Ms. Moe and deputy spokesman RICHARD BOUCHER; National Security Council staff members RICHARD HAASS and DOUGLAS PAAL; and Admiral WILLIAM T. PENDLEY, Department of Defense. □

### Office of the Deputy Secretary

Deputy Secretary LAWRENCE S. EAGLE-BURGER traveled to Tokyo, Japan, June 20-23, to attend the conference on the reconstruction of Cambodia. Accompanying him was his political adviser, JAMES FOLEY, and special assistants ANNE C. RICHARD and JAMES WARLICK and personal assistant SANDRA ULMER; computer specialist Lynn Sweeney; trip officer MARY HAINES; Secretariat Staff officer TODD ROBINSON; the under secretary for management, JOHN F.W. ROGERS; the assistant secretary for international organization affairs, JOHN BOLTON; the assistant secretary for East Asian and Pacific affairs, RICHARD SOLOMON, and members of the assistant secretary's staff, G. NICHOLAS MAUGER, RUST DEMING, CHRISTOPHER LA FLEUR and ROBERT WANG; SARAH MOTEN, deputy assistant secretary for refugee programs; A.I.D. officers RONALD ROSKENS, MICHAEL FELDSTEIN, JEFF NELLIGAN and PAUL WHITE; and National Security Council staff member DOUGLAS H. PAAL. □

### Office of the Under Secretary for Political Affairs

Under Secretary Kanter accompanied Secretary Baker to Warsaw, Poland, and the "Group of Seven" summit in Munich, Germany, July 4-8. He was accompanied by Ms. Malloy and Ms. Carter-Taylor. Mr. Kanter hosted a picnic in honor of new and old staff employees at Riverbend Park, Great Falls, Va., June 27. Employees departing and those arriving included C. DAVID WELCH, departing as executive assistant, and DENNIS C. JETT, arriving as his replacement.

Special assistant KARL HOFMANN departed and HARRY K. THOMAS JR. arrived in his place. CRAIG A. KELLY departed and DAVID L. SHULER arrived. DAVID D. PEARCE departed and ROBERT O. BLAKE arrived. CAROL VAN VOORST departed and EILEEN A. MALLOY replaced her. □

### Office of the U.S. Coordinator for Refugee Affairs

JEWEL LAFONTANT-MANKARIOUS, coordinator, testified before the Senate Committee on the Judiciary, July 23, regarding the administration's proposed refugee admissions to the United States in fiscal year 1993. She testified on the same subject before the House Judiciary subcommittee on international law, immigration and refugees, July 15. LUKE LEE, director of plans and programs, participated as a panelist in a one-day conference on "Refugees and the Displaced; Curriculum Building for Effective Practice and Policy," jointly sponsored by the Schools of Social Service at Howard and Catholic Universities, July 15. Senior policy adviser EDWARD HEARST traveled to California in June, where he spoke to a meeting of state, county and city officials from the western United States regarding refugee admissions and resettlement issues. □

## Administration

### Office of Foreign Buildings Operations

The deputy assistant secretary for foreign buildings, JEROME F. TOLSON JR., met with consul general RICHARD L. WILLIAMS, Hong Kong, to discuss the acquisition of apartments in the Wilshire Park complex, the new annex project and the design contract for reconfiguration of the consulate office building. Ambassador SALLY GROOMES COWAL, Port-of-Spain, met to review the post's special projects, including the consular pavilion roof, the administration annex renovation and expansion and the chancery roof. She also reported that the post is pursuing its search for replacement of the present Marine quarters. Mr. Tolson met with Ambassador DAVID D. PASSAGE, Gaborone, to discuss the post's experience with its new chancery and the prospects of selling the ambassador's residence and using the proceeds for construction of a new residence on a nearby U.S.-owned site. A meeting was held with Ambassador CURTIS KAMMEN, Santiago, to discuss efforts to expedite completion of the new office building schedule. A briefing was provided for Ambassador-designate MARY PENDLETON, Chisinau, in which needed upgrades for the interim chancery were described and a status report on the housing situation provided. A meeting was held with Ambassador DANE SMITH, Conakry, in which he advised that the post had finally signed the long-awaited long-term lease on the Nongo/Kipe compounds. The ambassador was informed that the acquisition of six replacement generators for staff housing had been approved, and that funding is being sought



**SAN SALVADOR, El Salvador**—At opening of new embassy building, chargé *Phillip T. Chicola*, center, and, left to right: *El Salvador's Zoila Navas, Ricardo Valdivieso and Jose Manuel Pacas, and James Bermingham*, acting deputy chief of mission, and *Jerome Tolson*, deputy assistant secretary for foreign buildings operations.

to support this requirement ... Ambassador **WILLIAM E. RYERSON**, Tirana, met to discuss the electrical upgrade project, space layout requirements, compound development and construction of staff housing.

The director for planning and programming, **JOSEPH T. SIKES**, met with Ambassador-designate **ED HURWITZ**, Kyrgyzstan, to provide an overview of efforts in the new republics ... Ambassador-designate **HENRY CLARK**, Uzbekistan, was briefed on the status of the chancery building in Tashkent. Members of the technical team who had recently visited the post to evaluate the building provided photographs and preliminary floor plans, and advised the ambassador that the post had expressed an interest in prefabricated housing ... The director for program execution, **RALPH N. WHEELER**, and members of the La Paz new office building project team participated in a two-day partnering meeting with the construction contractor. Discussed were the construction schedule, status of the project in the field, methods of improving the shop drawings review process and the process for dealing with present and future changes ... The director for operations and post support, **PATRICK R. HAYES**, met with chargé **WILLIAM H. TWADDELL**, Monrovia, to provide a report on the installation of a reverse osmosis water treatment facility and the possible acquisition of the former United Kingdom compound ... A briefing session for Ambassador-designate **JOHN WOLF**, Kuala Lumpur, provided that official with an overview of the post's real property

holdings as well as a general condition report on the chancery compound and the ambassador's residence. □

#### Office of Operations

**Office of Language Services:** Staff interpreters **PETER AFANASENKO**, **DIMITRI ARENSBURGER**, **GALINA TUNIK** and **DIMITRY ZARECHNAK**, plus contractors, supported the Bush-Yeltsin summit, with 11 persons assigned to the state dinner ... Russian translating chief **ALEXIS OBOLENSKY** coordinated the translation and certification of agreements for signature during the summit ... Mr. Zarechnak had accompanied **SECRETARY BAKER** on a pre-summit trip to London ... **PATSY ARIZU** interpreted for the President's stop in Panama, en route to the earth summit, where he was assisted by **MARCEL BOUQUET** ... Ms. Arizu interpreted for **PRESIDENT BUSH's** meeting in San Diego with the president of Mexico ... **ELIZA BURNHAM**, **GISELA MARCUSE** and **SIM SMILEY-COPP** assisted at the economic summit in Munich. Mr. Afanassenko traveled to Helsinki for President Bush's bilateral meetings during the Conference on Security and Cooperation in Europe, and continued on to Moscow to assist policy planning director **DENNIS ROSS** ... Arabic staff interpreter **GAMAL HELAL** supported an agenda for the Secretary in Syria, Lebanon and Saudi Arabia ... **FRANCES SEEDS** traveled to Tokyo to assist Deputy Secretary **LAWRENCE EAGLEBURGER's** visit ... Mr. Arensburger completed his assignment to the Bilateral Consultative Commission in Geneva ... **JIM BROWN** was in China for market access talks ... Ms. Tunik interpreted for a three-week judicial study program for high-level officials from the Commonwealth of Independent States ... **LILLIAN NIGAGLIONI** traveled to Puerto Rico for an assignment with U.S.I.A. ... Ms. Marcuse was in Arlington, Tex., for a military meeting ... **ELIZABETH LICHTER** has resigned as a

reviewer in the translating division of Language Services to take a position with the Inter-American Bank.

#### Office of Safety/Health and Environmental Management

The U.S. Department of Transportation recognized **EILEEN VERITY**, **RANDY RENCHARD** and **REGINA MCCLELLAND** in a letter of commendation for their work in the "Federal Employees Buckle-Up Program." ... The semiannual meeting of the Department's Advisory Committee on Occupational Safety and Health was held recently. Subjects discussed included water quality, lead abatement, asbestos and other office initiatives ... Safety director **STEVE URMAN** chaired the first meeting of the Federal Safety Directors Roundtable, hosted by the Department ... The Safety Office received an award from the Metropolitan Washington Federal Safety and Health Council for the eighth straight year.

#### Supply Division of the Office of Operations

Property management specialist **CHARLES LYONS** visited Mexico City, Guadalajara, Tijuana and Matamoros to review property operations ... Property management specialist **DANIEL YOUNG** reviewed property operations in Santo Domingo, Grenada, Antigua and Port-of-Spain ... Office of Operations staff assistant **SANDY ROBINSON** reviewed property operations in Panama, Ciudad Juarez, Monterrey, Gualemalala City, Bogota, Quito, Guayaquil, Asuncion and Montevideo.

#### Facilities Management and Support Services

An interim parking open season was held for Rosslyn, July 6-22. All full-time State employees were eligible to apply for carpool permits. The new parking season will run from September 1 through next April 30. This shortened cycle brings the Rosslyn season in line with the Main State parking year ... **MAE HUNTER**, motor pool driver, received the "Driver of the Quarter" award.

#### Office of Commissary and Recreation Affairs

A Commissary and Recreation team recently provided requested temporary duty assistance to the American Embassy Employees Association in Abidjan ... The team will also be providing on-site assistance to the associations in Accra and Bujumbura ... The office has been working with tax officials to investigate the possibility of enabling employee associations to file their returns electronically via modem. A number of criteria must be met before this system can be utilized ... The summer 1992 issue of the Commissary and Recreation Affairs newsletter has been distributed to the field. It includes articles about the recent training conference in Kuala Lumpur, tips on updating association charters, a guide to preparing a proper balance sheet, updates on Department-recommended software and point-of-sale systems, a list of available accounting instructions and association updates received from posts in Bridgetown, Paris and Pakistan. For a copy, call 703-875-6088 ... After eight years of service, program manager **LIZ WEBER** completed her final day as a full-time employee on June 26. Under her leadership as program manager, Commissary and Recreation Affairs has grown to provide support to the over 145 employee associations worldwide. □

## African Affairs

The bureau award ceremony took place on July 28, hosted by Assistant Secretary HERMAN J. COHEN. Ambassador MELISSA WELLS received a group Superior Honor Award on behalf of the Foreign Service staff members of Embassy Kinshasa and Consulate Lubumbashi for their managing a major evacuation under crisis conditions, for preserving American lives and property and for continuing to maintain an effective dialogue with the government of Zaire even after the evacuation of most mission staff. . . VICTORIA L. CONNERLEY, Office of East African Affairs, received a Meritorious Honor Award for her East Africa work. . . CHARLES GURNEY, Office of Anglophone and Lusophone West African Affairs, was granted an additional meritorious step increase for his performance as country officer for Liberia.

**Office of the Assistant Secretary:** On May 27 Mr. Cohen began his semiannual luncheon series with African ambassadors by hosting chiefs of mission from central Africa. . . On May 29 he hosted a luncheon in honor of East African ambassadors. . . On June 1 he attended the South Africa National Day reception. . . He hosted a luncheon for Francophone West African ambassadors, June 3, and a luncheon for ambassadors from Anglophone and Lusophone West Africa, June 5. . . He traveled to Richmond, June 4, to brief Virginia Governor DOUGLAS WILDER in preparation for the governor's visit to Africa. . . From June 11-22 he traveled to London, Angola, the Congo, Togo and Paris. . . On June 24 his appointment as a career ambassador was celebrated in a ceremony in the Treaty Room hosted by SECRETARY BAKER. . . Mr. Cohen hosted the annual meeting of the board of directors for the African-American Institute, June 26. . . He attended the annual White House summer picnic for the diplomatic corps, June 30. . . On July 1 he addressed the Francophone management development seminar at the Department, and later attended the Burundi National Day reception. . . He attended the Malawi National Day reception, July 6. . . He traveled, July 7, to New York for discussions on Somalia. . . On July 8 he hosted a Blair House luncheon in honor of the Malian foreign minister, and attended the British ambassador's dinner. . . He was the guest speaker at a colloquium on "Zaire at the 2000 Horizon," July 10, sponsored by the International Monetary Fund/World Bank Africa Club and the Zaire Foundation. . . He traveled to New York, July 13-15, in connection with the UN Security Council debate on South Africa. . . On July 20 he hosted the swearing-in for IRVIN HICKS as deputy U.S. permanent representative to the Security Council. . . He officiated at the swearing-in of KENNETH BROWN as ambassador to Ghana, July 22. . . On July 23 he testified on South Africa before the House Foreign Affairs subcommittee on Africa.

On July 28, the assistant secretary, accompanied by special assistant DWAYNE GATHERS, he departed for a trip to Paris, Angola, the Congo, Zaire and South Africa.

**Office of the Deputy Assistant Secretaries:**



**HARARE, Zimbabwe**—At award ceremony, Standing, from left: *Menelik Belatchew, Anderson Ndiura, Edson Dube and Matthew Lavington* (both behind Mr. Ndiura), *Kenneth Mudzingwa, Benedict Mubaya, Abisha Munemo, Ambassador Edward Lanpher,*

*Charles Tomondo, Edward Marufu, Archie Makuto, William Mahwuto, David Pratt, Michael Mapfumo. Kneeling: Geoffrey Muradzi, Mischeck Kondowe, Alexander Mwatse, William Maravanyika, Peter Machuwa.*



**NAIROBI, Kenya**—*Dan Mercer* receives meritorious step increase from Ambassador *Smith Hempstone*, right.

Principal deputy assistant secretary JEFFREY DAVIDOW met with the Angolan ambassador, June 8, and the Mozambique ambassador, June 12. . . He spoke at the Phelps-Stokes luncheon, June 15, on "Factors That Shape U.S. Foreign Policies in a Post Cold-War Era." . . . On June 17 he spoke on southern Africa at the Baltimore World Affairs Council. . . He attended the July 2 luncheon in honor of the president of Mozambique. . . He attended the July 7 South Africa Working Group meeting at the Center for Strategic and International Studies. . . He spoke to a Catholic Relief Services group in Baltimore, July



**CONAKRY, Guinea**—At award ceremony, deputy chief of mission *Alan B.C. Latimer* and financial management officer *Jane C. Brynn*.

8. . . On July 13 he gave a presentation on Mozambique at a seminar on conflict resolution, hosted by the U.S. Institute for Peace. . . On July 22 he attended a Center for Strategic and International Studies study group session on Angola. . . Deputy assistant secretaries ROBERT HOUDEK, ALISON ROSENBERG and LEONARD ROBINSON participated in the ambassadorial seminar, June 1-2, at the Department. . . Mr. Houdek spoke on African policy at the Foreign Service Institute's African area studies course. . . He attended the July 9 Meridian House conference

## BUREAU NOTES

on the Sudan ... On July 22 he attended hearings by the House Select Committee on Hunger, on Somalia ... Ms. Rosenberg attended a seminar on regional integration in Africa, on June 8 ... She traveled to Atlanta, June 11-12, to participate in a conference, "The New Africa: Democracy, Growth and Business Opportunities in Zambia," sponsored by the Carter Center ... On June 1 PRESIDENT BUSH announced his intention to nominate Ms. Rosenberg as the next assistant administrator of A.I.D.'s Bureau of Africa. Her confirmation hearing was held on June 25; she took up her new position on July 13 ... Mr. Robinson traveled to Paris, Cameroon, Gabon and London, June 14-24 ... On June 3 he briefed the Secretary of Health and Human Services, LOUIS SULLIVAN, for the Secretary's visit to Mali as head of the U.S. delegation to the inauguration of the President ... On July 8 he attended the Blair House luncheon in honor of the Malian foreign minister ... On July 24 Mr. Robinson attended the presentation ceremony for equal employment opportunity awards.

**Office of Central African Affairs:** Director ROBERT M. PRINGLE and Zaire desk officer J. PHILIPPE GREGOIRE participated in the colloquium on Zaire, July 10.

**Office of West African Anglophone and Lusophone Affairs:** Director ALAN MCKEE delivered a luncheon address, July 25, in Providence as part of a symposium on free and fair elections in Liberia, attended by the governor of Rhode Island, congressmen, members of the state assembly and the local Liberian community ... CHARLES GURNEY made a 10-day visit to Liberia in July for consultations with embassy staff, officials of the interim government in Monrovia, commanders of the regional peacekeeping force, and CHARLES TAYLOR, leader of the National Patriotic Front, which controls the country's interior ... In early July KEVIN RICHARDSON completed his assignment as country officer for Ghana, Guinea-Bissau and Cape Verde, and LEON WEINTRAUB departed as country officer for Nigeria, July 31; they have been replaced by TIM ANDREWS and HERB THOMAS, respectively ... On temporary duty in the office were GREG FUKUTOMI and interns BRENDA THICKETT, YANNA PERKINS and CELENA SLADE.

**Office of West African Francophone Affairs:** GAYLEATHA BROWN, from the Office of Economic and Business Affairs, has replaced JOSEPH NOWELL as desk officer for Guinea, Mauritania and Senegal. Mr. Nowell has been assigned to Embassy Riyadh ... ANN SYRETT, whose last assignment was Antigua and Barbuda, replaces WILLIAM VEALE as desk officer for Benin, Cote d'Ivoire and Togo. Mr. Veale has transferred to the Bureau of Oceans and International Environmental and Scientific Affairs ... HUME HORAN was sworn in July 8 as ambassador to Cote d'Ivoire, replacing KENNETH BROWN ... Ambassadors DANE SMITH, Guinea; JENNIFER WARD, Niger; HARRIET ISOM, Benin; and EDWARD BRYNN, Burkina Faso, visited the Department for consultations during June and July. □

## Consular Affairs

On July 24 Assistant Secretary ELIZABETH M. TAMPOSI held a press conference at the construction site of the Portsmouth Consular Center at Pease Air Force Base, N.H., where separate U.S. passport and immigrant visa processing centers will be located ... JEROME OGDEN has departed the Office of Policy Coordination to assume duties as the consul general in Shanghai. He is being replaced by NICHOLAS RICCIUTI, who was the director of the Citizens Emergency Center ... DOUGLAS BERRY has replaced JUNE O'CONNELL as the bureau's staff assistant. She has been assigned to the Bureau of Refugee Programs.

**Visa Services:** JOHN H. ADAMS, deputy assistant secretary, participated in the annual conference of the American Immigration Lawyers Association in New Orleans, June 10-14. Other speakers from the Visa Office were CORNELIUS SCULLY, STEPHEN FISCHER and DEAN DIZIKES ... CARMEN DIPLACIDO, director of citizens consular services, and J. MICHAEL BRENNAN, director of public affairs, also participated ... BROOKE C. HOLMES, associate director for visa services, visited the embassy in Port-au-Prince, June 29-July 1, to discuss refugee processing and immigrant visa services ... Mr. Dizikes, director, Office of Field Support, has left the Visa Office for an assignment in Toronto. He will be replaced by GEORGE LANNON, former consul general in Halifax ... The Visa Office welcomed DORON BARD, DIANE BEAN, EDWARD ARRIZABALAGA, ALMA KAPLAN and SIMONE BAER-BASEK ... LEONARD GRAVETT has transferred from his position as chief of the Communications and Records Division to the Diplomatic Liaison Division. He was replaced by DELORES PERNELL.

**Passport Services:** KATHY WALKER, acceptance agents coordinator at the Chicago Passport Agency, traveled to Indiana to speak at the state clerks of court conference, June 24 ... ANNA RAMIREZ, LILLIAN FREEMAN and DARLENE RUSSELL have joined the Chicago agency ... On July 22 GRETCHEN SCHUSTER, regional director of the agency, was re-elected as secretary/treasurer of the Chicago Federal Executive Board ... RONALD AYRES, regional director at the Houston Passport Agency, left the agency to assume duties as director at the National Passport Center in Portsmouth ... JOYCE LESTER has joined the Houston agency as passport adjudication supervisor. She was previously at the Washington Passport Agency ... SAKAE HAWLEY, regional director at the Los Angeles Passport Agency, represented the Department at a reception at the Canadian consulate general in Los Angeles, July 1, to honor the 125th anniversary of the Canadian confederation ... On July 9 she attended a reception at the consulate general of Sweden in observance of Swedish National Day ... On July 17 TIMOTHY WIESNET, assistant regional director at the Los Angeles agency, and MARGARET DOYLE, adjudication chief there attended a seminar spon-

sored by the Office of Personnel Management on recruitment of college graduates for Government service ... Mr. Wiesnet, ROBERT GARY VALLEY, supervisory passport examiner at the Los Angeles agency, and JO ANN ROBINSON, supervisory passport clerk there, attended a training class provided by the Veterans Administration on counseling techniques for supervisors and managers ... BARBARA BROPHY, acceptance agents coordinator, Los Angeles, conducted a half-day training, July 30, for new passport acceptance agents from Los Angeles area post offices and military facilities ... PAULA WILLIAMS, acceptance agents coordinator at the Washington Passport Agency, provided training to 60 military passport acceptance agents from around the United States ... The Washington agency welcomed SHEILD RIGGS, previously with the Bureau of Diplomatic Security, and APRIL REID, previously with the San Francisco Passport Agency.

**Fraud Prevention Programs:** CLYDE BISHOP, assistant director of fraud prevention programs, was visiting Amsterdam and London for consultations following an immigration fraud conference held in Oslo, Norway, at the end of July ... ARTHUR LINDBERG and BARBARA PREVITI traveled to the Federal Law Enforcement Center, Glynco, Ga., in June to train inspectors from the Immigration and Naturalization Service on overseas consular operations, the detection of counterfeit documents and the security features of the U.S. passport and nonimmigrant visa ... MARC GORELICK and ANNE AGUILERA provided similar antifraud training to another group of inspectors in July ... MARY ALICE NOYES traveled to Minneapolis to participate in national meetings of state vital records and health offices, on documents fraud and to provide fraud training to personnel from the Immigration and Naturalization Service, U.S. Customs Service and airline personnel ... KEVIN OVERSTROM attended the international Asian organized crime conference in Calgary, Alberta, Canada, July 13-17 ... He conducted antifraud training at the consulate general in Calgary and at the U.S. Immigration and Naturalization Service inspection operation there.

**Office of the Executive Director:** TOM FUREY has left his position as deputy executive director for a position at the consulate general in Bombay ... BETSY ANDERSON has departed to assume consular duties at the branch office in Geneva ... HOLCOMBE THOMAS has joined the office, replacing TED GONG, who has transferred to Manila. □

## Diplomatic Security

### Information Management

**Systems Operations:** Deputy assistant secretary WARREN E. LITTREL gave opening remarks at the video conference demonstration, July 22 ... JEFFREY KURFEES, Digital Systems Programs Division, attended the North American international switched digital network users forum, at the National Institute of Standards

and Technology, June 1 ... Technician LARRY COLE completed training at the Warrenton Training Center ... New technicians ROBERT HEATER, JOSEPH SHANAHAN and ROBERT SOCKWELL completed new-hire employee orientation, June 24 ... NANCY STACK, Foreign Operations Division, visited Managua to install new software on the VS 5000 ... PAUL MILLION traveled to Minsk, Belarus; Yerevan, Armenia; and Chisinau, Moldova; to install communications equipment ... DENNIS SEVERNS traveled to Amman, Jordan, to install communications equipment.

**Information Services:** VICTORIA COFFINEAU and PATRICIA MAGIN, records management analysts, traveled to Islamabad, Kathmandu and Karachi, June 16-July 2, for records management consultations and post microfiche installation ... In July, JOHN CRUCE, records management analyst, traveled to Belize City, Tegucigalpa and Guatemala City for records management consultations and post microfiche program briefings ... On July 16 the acting deputy assistant secretary for information services, PHILIP TINNEY, office director FRANK SASS and the chief of the Directives Branch, FRANK DELUMBA, provided a briefing and demonstration on infoexpress, at the Department of Interior's Geological Survey, Reston, Va.

**Planning and Development:** ANNA BOSTWICK attended a working luncheon with representatives from the National Science Foundation, General Services Administration, Department of Commerce, Health and Human Services and other agencies ... MARY REES headed an installation team that traveled to Tokyo, Osaka-Kobe, Fukuoka, Naha and Sapporo to install the Japan local area network project ... GEORGE WITT spent six weeks in Bishkek in an administrative capacity, helping to start the new embassy ... ELIZABETH GELDERLOOS has returned from Tashkent, Uzbekistan, after six weeks as that new embassy's administrative officer ... MARK PERO and CHUCK HUSEMAN were attending a two-week Unix software course in Reston ... Mr. Pero assisted in the installation of the classified local area network in San Salvador. □

## Security

**Diplomatic Security Service:** TIM BURCHFIELD replaced JIM NAGEL as chief of the Passport Fraud Branch ... BERNARD DOUGHERTY joined the staff of the Criminal Investigations Division ... RICHARD INGRAM left the Visa Fraud Branch to assume new responsibilities as assistant regional security officer at the embassy in Pretoria ... JEFF CULVER has left the Passport Fraud Branch to become an assistant regional security officer at the embassy in New Delhi ... Office of Investigations director RON REAMS and Criminal Investigations Division chief JERRY LOPEZ conducted field office reviews in Chicago and New York ... The Washington Field Office welcomed a new special agent-in-charge, STEVE JACOBS, with a reception on July 21 ... NICK PROCTOR, chief, Dignitary Protection Division, briefed Washington



COTONOU, Benin—Ambassador *Harriet Isom* and regional security officer *Dan Garner*, right, honor security guards, from left: *Gabriel Djogbe*, for mastery of English,

and *Raphael Wanou*, *Alphonse Chagbo* and *Benoit Alokpe*, for capturing an intruder at the ambassador's residence.

Field Office agents regarding support of Dignitary Protection operations.

Special agent DANA HASKINS has been designated acting unit supervisor for Section II until the arrival of DAN GARNER in September ... Special Agent STEPHEN MOFFIT transferred to the Diplomatic Courier Service, July 9 ... Special agent JACK BARNHART was assigned to the Office of Counterintelligence ... Special agent RAYMOND ESSMAN was assigned to the Coordination Center, July 31 ... Special agent PAUL VALLEE began a 30-day temporary assignment to the Secretary's Detail, July 10 ... Special agent JOHN MIMS transferred to the detail on July 6 ... Special agent THERESA TENO began a 30-day temporary assignment to Moscow, July 19 ... Special agent PATRICK MCGHEE departed for Cape Town, July 31, to become the regional security officer/General services officer ... Special agents DAVE TANNER, STEVE PELLAND and SANDY LAWRENCE attended an in-service training course, July 13-24.

The Washington Field Office's in-service training continued in July with X.L. BEARD in a refresher course in handcuffing and defensive techniques, July 10 ... CHRIS DISNEY, chief of overseas operations, conducted a continuing education refresher course July 30, to define the role of a Washington Field Office agent on a temporary assignment in Overseas Operations ... WAYNE WILCOX and AL MASON conducted an in-service refresher course on safety with shoulder weapons, July 1.

Special agent BILL GROGAN replaced BRUCE WARREN as unit supervisor for contract investigations ... Mr. Warren is now a member of the criminal section ... On June 3 assistant special agent-in-charge ANTHONY RICHARDS presented the "Fraudbuster of the Year" award for 1991 to KEVIN SPRIGGS and

DARRELL KAEDING of the Washington Passport Office. Other recipients included ELIZABETH WADIUM (100% Fraudbuster Award), MARIONNETTE PLEASANT (Director's Fraud Award), DARRELL KAEDING (Highest Number of Detected Frauds Award), and the Official Travel Branch (Highest Achiever Award) ... A group award was presented to ILONA FLYNN'S Team II that included CARLA COLEMAN, GLORIA CROSS, DARRELL KAEDING, CHARLES KASPERBAUER, JOYCE LESTER, SAUNDRA MILES, THELMA ROSS and ANTHONY THIAN. The antifraud awards were established by the Washington Field Office.

GARTH PETTIJOHN, a special agent with the Los Angeles Field Office, attended a contractor's technical representative course in Denver during July ... Los Angeles special agent TOM GALLAGHER represented the office at the Asian organized crime conference in Calgary, Canada.

Special agents TOM BORISCH and MARK CALDWELL arrested an escaped felon from Colorado, who escaped in 1980 and had assumed the identity of a deceased person. In a search of the felon's apartment and safe deposit box, special agents found \$15,000 in cash and a bag of gold nuggets and rings valued at \$8,000, along with another passport and several other birth certificates of deceased persons. Interpol wants to question the suspect in the theft of \$88,000 in gold from Germany ... Special agents LANCE ROOT and GARY SAYLOR arrested a document vendor. In a search of the premises, the following contraband was recovered: 20 blank Social Security cards, 10 counterfeit alien registration cards, 6 blank birth certificates, firearms, one-half pound of hashish, crack cocaine, laminating material and equipment.

Special agents JACK PICARDY and GARTH PETTIJOHN traveled to American Samoa to close a number of investigations and to

## BUREAU NOTES

provide local officials a course in the control of birth records and fraud indicators, to assist in passport controls.

**Emergency Plans and Counterterrorism:** Antiterrorism Assistance Program officer JAMES E. DOLAN attended the International Association of Bomb Technicians and Investigators conference in Richmond, Va., June 9-10 ... Antiterrorism Assistance Program officer WILLIAMS H. SIMMS and Administrative Services Division chief RUDY HALL traveled to Connecticut for a meeting with Connecticut state police officials concerning canine training. A tentative agreement has been reached on terms and conditions for a cooperative agreement between the Department and the Connecticut state police for canine training ... Antiterrorism Assistance Program director DAVID BOWYER traveled to Quito, Ecuador, July 13-17, heading a team that evaluated program effectiveness. It included representatives from the Office of Counterterrorism and technical experts from Baltimore County Police, the Miami Police Department and the Federal Aviation Administration ... Antiterrorism Assistance Program officer WILLIAM H. SIMMS, accompanied by a representative of the bureau of Alcohol, Tobacco and Firearms, conducted an examination of explosive-detector dog training in Cyprus, July 19-25 ... JACK CROWLEY and LARRY LIPTAK, Office of Emergency Plans and Exercises, participated in the Department of Defense's "Tandem Thrust" exercise in California, July 9-16, to ensure coordination between the Departments of State and Defense during embassy evacuations.

**Resource Management:** JEFF BOWERS is the new director for Professional Development ... Diplomatic Security Training Center staff members MICHAEL FOSTER and GEORGE LAMBERT, Miami Field Office special agents EARL MILLER and JOHN ROOT and San Juan

resident agent MIKE JOHNSON presented the V.I.P. protection course to Puerto Rico and Virgin Island law enforcement officials, May 27-29 ... A similar course was presented to 31 officers representing four South Florida departments, June 2-4 ... The course was presented to 20 Bolivian law enforcement officers, June 8-19, at the Federal Law Enforcement Training Center near Marana, Ariz. It was presented by Diplomatic Security staff members CHARLES CHASE, MICHAEL FOSTER, JOHN KONICKI, GEORGE LAMBERT and RICHARD OBER ... BITSY UNKLE, Personnel Management Division, and NICHOLAS SMITH, Counterterrorism Division, attended the National Law Enforcement Explorer Conference in Columbia, S.C., July 20-23. □

### East Asian and Pacific Affairs

WILLIAM CLARK JR. was sworn in as assistant secretary for East Asian and Pacific affairs, July 10, at a joint ceremony at which he also received the first annual Charles E. Cobb Jr. Award for Initiative and Success in Trade Development. Mr. Clark replaces RICHARD H. SOLOMON, ambassador-designate to the Philippines ... ROBERT FITTS replaces NICHOLAS MAUGER as Mr. Clark's special assistant. Mr. Mauger will go into language training ... CHRIS CASTRO and SUNG KIM are the new staff assistants, replacing NAN NIDA and CAROL REYNOLDS. Ms. Nida is now country officer

**EAST ASIAN AND PACIFIC AFFAIRS—At award ceremony, from left: Scot Marciel, Robert Ludan, Frank Light, Marie Huhtala, Eric Sandberg, Kenneth Quinn, Clifford Hart, Concetta DeNino, David Keegan, Mark Mohr.**



**HONG KONG—Lilia Browne, secretary, receives Meritorious Honor Award from Gilbert J. Donahue, chief, political/economic section, left, and consul general Richard L. Williams.**

for Singapore and Brunei, and Ms. Reynolds will go into Chinese language training ... LYNN PASCOE has returned from Beijing to replace DESAIX ANDERSON as principal deputy assistant secretary. Mr. Anderson will become diplomat-in-residence at Princeton and Rutgers ... Mr. Clark and deputy assistant secretaries KENNETH M. QUINN and SANDRA KRISTOFF attended the Association of South East Asian Nation's post ministerial conference in Manila, July 25-26.

Deputy assistant secretary RICHARD D. ENGLISH, Pacific Island Affairs Office director MICHAEL P. OWENS and Ambassador ROBERT W. (BILL) FARRAND attended the South Pacific Forum at Honiara, Solomon Islands, July 7-11. They visited the new American memorial to the servicemen and women of the Guadalcanal campaign, the Forum Fisheries Agency and the site of the new Solomon Islands parliament building, which U.S. aid has financed ... RUST DEMING, director, Office of Japan Affairs, traveled to Honolulu, July 25-26, to speak to the Hawaii-Japan Business Council on the future of U.S.-Japan relations ... ROBERT LUDAN and HOLLY KENWORTHY of that office traveled to Tokyo, July 27-30, as part of an interagency delegation to the structural impediments initiative follow-up talks ... BILL BREER, deputy chief of mission, Tokyo, and MARK FITZPATRICK, the embassy's political military branch chief, came to Washington, July 16-17, to participate in the security subcommittee talks with the Japanese ... DREW QUINN joined the desk, replacing JASON HYLAND, who has gone to the Office of Independent States and Commonwealth Affairs.

The Executive Office saw the following per-





**PORT MORESBY, Papua New Guinea**—At award ceremony, from left, standing: *Gitawa Wagi, Daniel Raka, Cathryn Wangillen, Ambassador Robert Farrand, Riha Maken, Malcolm Bundu, Kumi Rasanayagam, Hicks*

*Arivusu, Morea Taravatu. Seated: Ricky Mongo, Kaiko Akifa, Dudley Parm, Vagi Siniu, Jacob Annis, Christopher Yesling, Nicky Mupo.*

sonnel changes: executive director JOANN M. JENKINS departed for the Senior Seminar. She was replaced by BRUCE CLARK ... Deputy executive director MARSHALL F. ATKINS served on the Foreign Service selection boards, prior to transferring to Singapore as administrative counselor. He was replaced by PHILIP GUTENSOHN, from Kinshasa ... Bureau administrative officer SANDRA ODOR transferred to Sydney, Australia, and was replaced by THOMAS PETTIT, from the field installations unit of the Bureau of Finance and Management Policy ... Post management officer WARRINGTON BROWN transferred to The Hague as administrative counselor. He was replaced by FLORITA SHEPPARD from the administrative

career development office in the Bureau of Personnel ... Post management officer ALLEN NUGENT will be transferring to Bangkok, in the narcotics assistance program, via a year of Thai language training at the Foreign Service Institute. His replacement is ELIZABETH AGNEW, coming from Vienna ... Computer systems manager STEVEN LEACH departed for Wellington, where he will assume duties as administrative officer ... DAVID PUGH arrived from New Delhi, taking over as computer systems manager ... Personnel officer JANICE YEADON transferred to Jakarta to serve as the personnel officer. Her replacement is EILEEN QUINN, who arrived from Lima. □

## Economic and Business Affairs

During June and July assistant secretary EUGENE J. McALLISTER hosted several North American free trade agreement negotiations on Government procurement, in Washington, and traveled to Mexico City for the sixth ministerial meeting, July 24-27 ... He led an interagency team that concluded U.S.-Russia negotiations on a bilateral investment treaty. The treaty was signed by the President and BORIS YELTSIN on June 17 ... On June 25 Mr. McAllister addressed the American Council of Young Political Leaders Conference, sponsored by the Department ... He addressed the U.S. Agriculture Communicators Conference, June 30.

JOSEPH PENNINGTON, Office of Cocom Affairs, led the U.S. delegation to a meeting of the Coordinating Committee on Export Controls (Cocom) working group on correlation, June 15-18, in Paris ... RAYMOND G. McGRATH, Office of Investment Affairs, participated in meetings of the Organization for Economic Cooperation and Development's committees on international investment and capital movements and invisible transactions, in Paris, June 23-26

... He led the U.S. delegation to the meeting of the investment working group, June 26, which discussed the U.S. initiative on the study of a comprehensive multilateral investment instrument ... JAMES R. TARRANT, acting deputy assistant secretary for transportation, chaired civil aviation talks in London, July 20-22.

CARL C. CUNDIFF, special negotiator for transportation affairs-designate, chaired aviation talks with Germany, July 9-10, in Washington ... He addressed the Airline Business Conference on Multinational Airlines, in London, June 30, on the rationale behind changes in U.S. foreign ownership rules ... He participated in a meeting at the Organization for Economic Cooperation and Development in Paris, June 29, on new approaches to international air transport ... CHARLES ANGEVINE, chief negotiator for the U.S.-Canada aviation negotiations, chaired talks with Canada in Washington, July 14-17 ... THOMAS MARTIN, director, Office of Aviation Negotiations, and MARGARET COMISKEY, same office, participated.

GEOFFREY OGDEN, director, Office of Maritime and Land Transport, headed the U.S. delegation to the meeting of the maritime transport committee of the Organization for Economic Cooperation and Development, June 1-4, in Paris

... Mr. Ogden, with BRUCE CARTER, deputy director of maritime and land transport, and DAVE DENNY, same office, participated in annual bilateral maritime consultations with Korea, in Washington, July 7-9 ... JOAN CORBETT, director, Office of Aviation Programs and Policy, addressed the 38th session of the U.S. Tourism Policy Council, in Washington, July 10, on aviation negotiations and initiatives.

**People:** Arrivals include those of JOANNE BALZANO and THOMAS GOLDBERGER, Office of the Assistant Secretary; JOANNA R. SHELTON, Trade and Commercial Affairs; JAMES DERHAM, Office of Bilateral Trade Affairs; PATRICIA PAYNE, Developing Countries and Trade Organizations Division; JANET POTASH and EDWARD W. KASKA, Developed Country Trade Division; ISHMAEL LARA, Textiles Division; MARK D. DEMBRO, Office of Food Policy; LORRAINE TAKAHASHI, SHIRLIE PINKHAM and PAUL E. ROHR-LICH, Office of Development Finance; RICHARD HUFF, Office of Monetary Affairs; HELENA R. BORDIE, Office of East-West Trade; DAVID SALAZAR, Security Trade Controls Division; DAMON LABRIE, Security Enforcement and Licensing Division; MILDRED BROWN, Energy Consumer-Country Affairs; SUSAN K. BENNETT, Office of Aviation Programs and Policy; and DONALD E. GRABENSTETTER, Energy Producer-Country Affairs. □



**ECONOMIC AND BUSINESS AFFAIRS**—*Harvey Winter* (center), director, Office of Intellectual Property and Competition, at his retirement ceremony in the Treaty Room. With him are his wife *Virginia* and *Paul Blakeburn*, acting deputy assistant secretary for trade and commercial affairs. Mr. Winter got a Superior Honor Award for his work on the treaty for the registration of audiovisual works, while his colleagues presented him a plaque featuring the flags of all 24 countries he visited in 41 years of service.

## European and Canadian Affairs

*Office of Independent States and Commonwealth Affairs:* The Russia and security affairs section welcomed TOM CANTRELL as a summer intern, May 27. He is a cadet at The Citadel ... JOHN ORDWAY and Embassy Moscow political officer HOWARD STOFFER attended U.S.-Russian expert talks on Africa, in the Department, June 10 ... GORDON GRAY and Mr. Stoffer participated in June 11 U.S.-Russian

**WARSAW, Poland**—Winners of group Superior Honor Award, first row, left to right: *Alec Mally, Olga Karpiw, Ambassador Thomas Simons, Daniel Fried, Scott Edelman, Sharon O'Neal, Peter Hinz.* Second row: *Michael Bomberger, John Spilsbury, Patrick LaCombe, Michael Anderson, Thomas Brennan, Dorothy Boyer, Paul Wackerbarth, John Boris.*



**ANKARA, Turkey**—At award ceremony, left to right: *Robert A. Eckert, Dennis R. Santowski, Mildred A. Patterson, Ambassador*

expert talks on the Middle East, also in the Department ... On June 10 KATHY KAVALEC addressed New York women political and business leaders at a Capitol Hill conference organized by Congressman BENJAMIN GILMAN. She finished her tour June 26; her next assignment will be as political officer in Moscow ... JEFF GARRISON traveled to Moscow and Kiev, June 22-July 1, with Defense Department representatives to explain opportunities available for Russia and Ukraine under the international military education and training program ... JACK DEASY left the office July 2 for his next assignment as political officer in Santiago ... Mr. Gray addressed 250 students who visited the Department July 7 under the auspices of the Fund for American Studies. The topic was U.S. relations with the former Soviet Union ... He completed his tour in the Department July 10 and transferred to Ottawa, where he will serve as a political officer. His replacement, TOM NAVRATIL, arrived in the bureau July 20 from the political section in Tokyo. □

*Richard C. Barkley, Donald Johnson, Laura Kennedy, Francisco J. Alonso.*

## Foreign Missions Office

Deputy director HARRY W. PORTER III was designated acting director, effective July 22 on the departure of DAVID C. FIELDS to his new assignment as ambassador to the Marshall Islands ... Diplomatic Motor Vehicle Program director JOSEPH WARNER visited Fort Lauderdale and Orlando, Fla., July 14-15, to participate with representatives of the Office of Protocol and the Bureau of Diplomatic Security in another in the series of seminars on diplomatic privileges and immunities for local law enforcement authorities ... Accompanied by CLAY HAYS, also of the motor vehicle program, Mr. Warner attended the meeting in Atlanta of the American Association of Motor Vehicle Administrators, July 26-29 ... ANTHONY PSALTIS, program support section, was recognized as "Quality Employee of the Month," July 23, for his contributions to the work of that office ... EDWIN POWELL departed on July 10. He had been assigned to the interagency liaison group section of the office since 1983, shortly after it was established. He was presented the Director's Award for Excellence upon his departure ... Effective July 31, JOHN CHADWICK departed from his position as director of the Chicago Field Office of the Office of Foreign Missions, which post he had held since 1986. He too received the Director's Award for Excellence. DENISE DUCLON assumes the position as director of the Chicago Field Office.

Mr. Porter met with the Moldovan prime minister and deputy foreign minister, June 17, to discuss establishment of a Moldovan diplomatic mission in Washington ... He met with the Costa Rican finance minister and its ambassador to discuss tax exemption in Costa Rica for the U.S. mission and its personnel. Tax Program director DAVID BUSS assisted in the latter meeting ... Office director E. RICHARD ATKINSON traveled to Moscow in early June to participate in talks regarding "open lands" and other bilateral matters. Office director BOHDAN DMYTREWYCZ returned, June 8, from six weeks' temporary duty as administrative counselor in Bishkek, Kyrgyzstan ... On June 22-24 Diplomatic Motor Vehicle Program director JOSEPH WARNER traveled to Toronto to attend a meeting of the American Association of Motor Vehicle Administrators ... In late June JACQUELINE D. ROBINSON was promoted to the newly-created position of deputy program director for diplomatic motor vehicles ... Effective June 1, FLORENCE SEMAKIS, formerly a contract employee in the travel program, formally entered into federal service and will continue employment in the same section ... At a recent ceremony, KATHLEEN McHUGH of the real property program was formally recognized for excellence by Mr. Fields ... In the Diplomatic Motor Vehicle Program, CAROL ADDISON was promoted to the position of chief of registration and titling, and ANDREA VANZEGO was promoted and transferred to that section.

Summer personnel were engaged as follows: SARA ANDERSON (of Mary Washington University) in the tax program, CAMPBELL TYLER



(of George Washington University) and SCOTT BERNHART (University of Northern Colorado) in the diplomatic motor vehicle program, and MONICA VENABLE (University of Maryland, Eastern Shore) with administrative staff. □

## Foreign Service Institute

From May 31-June 1 ANNE E. IMAMURA, chairwoman, Asian studies, School of Area Studies, participated in the Japan Society's invitation-only symposium, "Women's Agenda for the '90." She was the only American speaker on women's roles in Japan ... MADELINE EHRMAN, director of research, evaluation and development, School of Language Studies, was speaker at the annual conference of the Association of Departments of Foreign Languages (Modern Language Association) at Berkeley, Calif. She spoke on "The Role of Individual Differences in Language Learning and Language Teaching." ... MOSHE COHEN and JUDITH THOMAS, Hebrew instructors, delivered a presentation, "When Odds and Ends Meet—An Approach to Team Teaching," at the annual international conference of the National Association of Hebrew Professors, in Toronto, May 31-June 2 ... The Overseas Briefing Center conducted seminars for the spouses of ambassadors-designate, deputy chiefs of mission and principal officers, the week of June 15-19 ... A new brochure describing the center's services is now available ... VICKY SIMONS, Information Center coordinator, is leaving for an assignment in Quito, Ecuador ... TUULA TONEY, information assistant, attended a course, "Effective Speaking and Listening Skills," June 15-26.

School of Area Studies dean RICHARD JACKSON participated, July 13-17, in the "Global '92" simulation at the Naval War College, Newport, R.I., chairing the UN control team ... From July 13-15 Ms. Imamura served as one of the core presenters and resource persons at the University of Houston's teaching-about-Japan workshop ... LEE LACY and the spouses of ambassadors-designate were invited to a reception with BARBARA BUSH at the White House in July ... JOSE APONTE, general manager of international services, American Red Cross, spoke on International Red Cross activities from which members of the foreign service community could benefit, at a July 15 luncheon for spouses of ambassadors-designate.

The Overseas Briefing Center held a seminar for spouses of deputy chiefs of mission and principal officers, July 21-22 ... The center held eight security-overseas seminars for teenagers and elementary-age children over the summer. The teen program covers "street smarts," basic personal security including using local transportation systems, getting around and having fun safely, fire safety, a survival simulation and other topics based on the needs of teens who attend. The elementary version of the program included "home smarts," answering the door and telephone, fire safety and "personal space." The programs, which the center said received good reviews from participants and parents, are sched-



**FOREIGN SERVICE INSTITUTE—**  
Participants in the July information systems operations class (left to right): *Dee Dee Fanning, Bonn; Terri Lowe, Lagos; Lynette Johnson, staff; Maria Victoria Sioloff, Warsaw; Robert Wedderburn, Kingston; Regina*

*Donnelly, Madrid; Santosh Uchil, Bombay; Emine Ulaşan, Istanbul; June Daniels, staff; Marcia Hing, Georgetown; Donald Brown, Munich; Rhonda Rudder, Bridgetown; John Mentonis, Athens; Jorge Rivera, Tegucigalpa; Mark Wheatley, staff.*

uled to be offered again next summer, beginning in late June. Attendance is open to children 6 through 18 whose parent is enrolled in a concurrent security overseas seminar.

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On June 1 a group of educators from four historically black Atlanta colleges arrived for a one-week conference with faculty of the Foreign Service Institute. Attending were FREDERICK LANGHORST and DIANA GLAD of Spelman College, VICTORIA McCARD of Morehouse College, T. L. MUKENGE of Morris Brown College and PAUL BROWN of Clark Atlanta University. Their aim was to enrich the foreign language/area components of the international studies programs at their schools, in order to qualify their graduates for work in international business and government—including the Foreign Service.

The consultation was requested by LOIS MORELAND, director of the International Affairs Center of Spelman College for the Atlanta University Center Institutions. She contacted the institute in response to an offer by then-director general EDWARD M. PERKINS when he visited Atlanta in 1991. Ms. Moreland felt that their planning could move ahead more quickly if selected faculty had an opportunity to observe and discuss language and area programs. As these colleges have a large proportion of minority students, principally African-Americans, helping to strengthen their language/area programs contributes directly to the Department's goal of increasing the number of qualified minority applicants, the institute said.

The week was planned and conducted by FREDERICK JACKSON and KATHLEEN JAMES from the School of Language Studies.

Director BRANDON GROVE JR. welcomed the group. Deputy director JOHN T. SPROTT made opening remarks; MARK C. LISSFELT, dean of the language studies school, and RICHARD JACKSON, of the area studies school, launched the week's work.

In addition to briefings on language studies activities, much of the time was spent observing classes and discussing course designs with the language studies and area studies faculty members, examining materials and considering which of the materials could be adapted to the university environment. □

## Human Rights and Humanitarian Affairs

From June 27-July 18, under the sponsorship of the bureau, the Federal Judicial Center and the Judiciary Leadership Development Council, 20 high-level legal officials from 11 of the 12 new independent states of the former Soviet Union participated in an intensive three-week legal seminar in Washington.

The seminar focused on the judicial and criminal justice system in the United States, and provided a comparative legal perspective to policy-makers from the new states who are engaged in reforming legal systems inherited from the former Soviet Union. More than 75 U.S. legal officials and practitioners led discussions about the administration of justice in the United States and the new states.

Deputy assistant secretary NANCY ELY-RAPHEL delivered the Law Day address to the Army Corps of Engineers in New York, June 8 ... She spoke at the Woodrow Wilson School of Public and International Affairs, at Princeton

University, July 20, on "Human Rights and Democratization in U.S. Foreign Policy." ... JUDITH KAUFMANN, deputy director, Office of Bilateral Affairs, attended a conference on "Investigating Abuses and Introducing Human Rights Safeguards in the Democratization Process," at the Carter Center in Atlanta, July 6-7 ... ELIZABETH BARNETT, Office of Multilateral Affairs, attended the national convention of the American Red Cross and meetings of the American Red Cross board of governors, June 1-3, in Baltimore.

The following were recognized with performance awards: bilateral affairs officer ROBIN QUINVILLE who received a Meritorious Honor Award for promoting human rights in multilateral and bilateral fora and for her efforts in eastern Europe and the former Soviet Union; EARL J. JOHNSON, who received a Meritorious Honor Award for establishing and maintaining an information management system for the bureau.

Departing the bureau staff: the director of the Office of Bilateral Affairs, MICHAEL ARIETTI, who is now deputy chief of mission in Zambia; bilateral affairs officer MICHAEL JACOBSEN, whose new assignment is consular officer in Manila; bilateral affairs officer CHARLES GLATZ, who will be in language training before going to Helsinki, Finland, where he will serve as consular officer; bilateral affairs officer ROBIN QUINVILLE, who is departing for Vienna, Austria, to work as political officer with the delegation to the Conference for Security and Cooperation in Europe; and multilateral affairs officer JULIE GARDNER.

Newcomers are NICHOLAS KLISSAS, the new special programs assistant in the Office of Policy, Programs, Legislation and Public Diplomacy, and international relations officer PAUL POMETTO, newest member of the Office of Multilateral Affairs.

Bureau interns are CHRISTOPHER WITECK, an undergraduate foreign affairs major at the University of Virginia; DONEL TADD EAKIN, an undergraduate international affairs major, with a concentration in economics, at Rollins College in Winter Park, Fla.; JENNIFER GERGEN, a 1990 graduate from the Georgetown University School of Foreign Service, who in the fall begins a joint degree program at the University of Virginia and Tufts University Schools of Law; and DEBORAH BALDWIN, an undergraduate political science major at the University of California at Irvine. □

### Inspector General's Office

Inspector general SHERMAN M. FUNK joined a panel discussion on "Downsizing and Its Effect on Contract Management—Where Do We Go From Here?" for the California Polytechnic contract management educator conference, August 12, in Pasadena.

**Office of Audits:** JOHN PAYNE, assistant inspector general for audits, has returned after completing a one-year public administration program at the John F. Kennedy School of Government at Harvard ... EDWARD BRENNAN has

been named director of the Consular and International Programs Division; he will be replaced as director of the Financial Management Division by JOHN DEERING ... Mr. Brennan was a speaker at the Foreign Service Institute's budget and financial management course, July 6; he spoke about the operations of the Office of Inspector General and gave examples of the audits conducted by the Financial Management Division ... The Office of Audits welcomed two new auditors, MAX AGUILAR and KEVIN HRYNKOW ... In the Financial Management Division, promotions went to auditors KAREN CRUE and MONIQUE TAYLOR; AMY FOOTE has left the division to become the assistant to the deputy assistant inspector general for audits ... Auditor JEAN HILL has left the Department for a position with the Veterans Administration; auditor BOB BOWER resigned in July and is moving to Australia.

**Office of Counsel:** The office welcomed new secretary SHELBREE SEARS, who transferred from the Pre-Assignment Center.

**Office of Inspections:** The teams are beginning the fall cycle of inspections. Team 1, directed by RICHARD HOWLAND, will lead an inspection of Russia. WILLARD DEPREE will lead Team 2, inspecting South Africa, Lesotho, and Botswana. Team 3, directed by SAM LUPO, will lead inspections of Mozambique and Swaziland. Team 4, under the guidance of ELINOR CONSTABLE, will inspect France and the U.S. mission to the Organization for Economic Cooperation and Development. DAN O'DONOHUE will lead another team on inspections of Saudi Arabia, Kuwait and Bahrain. CLYDE TAYLOR will lead inspections of Thailand, Burma and Laos ... After the Asian inspections, Mr. Taylor will take over as assistant inspector general for inspections, replacing CLINT A. LAUDERDALE, who is retiring.

Departing are senior inspectors ANN PINKNEY and ROBERT STEVEN, who, after long careers, have retired from the Foreign Service ... The office welcomed new inspectors SYLVIA BAZALA, from Embassy Kingston; JOHN EDDY, from the Office of Program Coordination, Bureau of Personnel; GEORGE LOWE, from Embassy Bogota; JOSEPH MUSSOMELI, from Embassy Colombo; KEN ROSENBERG, from the Bureau of Finance and Management Policy; JO ANN THOMPSON, from the Bureau of International Narcotics Matters; and RUTH VAN HEUVAN, from Embassy Bern.

**Office of Investigations:** Division director DENIS SPELMAN and special agent DONNA SPIEWAK assisted in presenting the National Law Enforcement Explorers Conference in Columbia, S.C. The conference, sponsored by the Boy Scouts of America, features young men and women, 14 to 19, who have expressed an interest in law enforcement as a career. They compete in individual and team events centering on skills required in the field.

**Office of Security Oversight:** On July 19 TERENCE SHEA, assistant inspector general for security oversight, and DON NORMAN addressed a Foreign Service Institute class on the organization and operations of the Office of

Inspector General ... A security inspection of Embassy La Paz, Bolivia, was conducted in June by the team of ALAN GOWING, WILLIAM BELCHER, STAN BIELINSKI, WILLIAM LANDFAIR, MICHAEL LYNCH and MICHAEL ZNIDARSIC ... Compliance followup reviews were conducted of Embassy Santiago, Chile, by Mr. Gowing, Mr. Belcher and Mr. Znidarsic, assisted by ABIGAIL SMITH, and of Managua, Nicaragua and Tegucigalpa, Honduras, by Mr. Bielski and Znidarsic, along with HARALD HOYSEN.

**Office of Policy, Planning and Management:** The office welcomed a newly-selected assistant inspector general for policy, planning and management, BEVERLY C. LOVELADY. She replaces KATHLEEN CHARLES, who transferred to the Bureau of Diplomatic Security as deputy assistant secretary for resource management. Ms. Lovelady was previously deputy assistant inspector general for security oversight, in the Office of Inspector General, and was graduated from the Industrial College of the Armed Forces, National Defense University. □

### Intelligence and Research

**Office of the Assistant Secretary:** The deputy assistant secretary for regional analysis, PHYLLIS E. OAKLEY, addressed the Carnegie Council on Ethnic and International Affairs in New York, May 28.

**Office of the Geographer:** WILLIAM B. WOOD, director, was appointed to the content advisory panel for the National Geography Education Standards Project, a nationwide effort to help teachers improve geographic curricula in elementary, junior high and high schools ... PHYLLIS MOFSON, Division of Global Issues, took part in a Governmentwide exchange program on cross-cultural approaches to issues in public-sector management, in Tokyo, July 20-August 1.

**Secretary's Morning Summary Staff:** HARLAN ROBINSON, editor, attended a conference on conflict resolution sponsored by the Center for International Understanding, June 6-13, in Lamaca, Cyprus.

**Office of Political-Military Analysis:** GARY CROCKER, division chief for theater forces, spoke on developments in the republics of the former Soviet Union at a youth conference in the Department, June 18 ... He spoke to the "People-to-People Youth Ambassadors" group on the same subject prior to their visit to the republics, June 22.

**Office of Analysis for Western Europe and Canada:** BOWMAN H. MILLER, director, consulted with Embassy Bonn and the branch office in Berlin, June 28-July 9, and addressed German officials in the state (land) governments of Northrhine-Westphalia, Brandenburg and Mecklenburg-Vorpommern ... He presented a paper on "U.S. Perspectives on Common Foreign and Security Policy," at a Friedrich Ebert Foundation conference, and lectured to an Amerika Hans Berlin audience on "German-American Relations after the end of the Cold War." □



**MEXICO CITY, Mexico**—Ambassador *John D. Negroponte*, third from left, presents performance awards to members of the embassy

staff who are, from left: *Joel Sanchez, Linda Mora, Arturo Montano, Eduardo Serrano, Manuel Juarez.*



**MEXICAN AFFAIRS**—Deputy office director *Jim Huff*, left, receives Superior Honor Award from Assistant Secretary *Bernard Aronson*.



**BUENOS AIRES, Argentina**—Political officer *Hugh Simon*, right, receives Superior Honor Award from Ambassador *Terence Todman*.



**INTER-AMERICAN AFFAIRS**—Executive assistant *William R. Brownfield*, left, is presented Superior Honor Award by Assistant Secretary *Bernard Aronson*.

## Inter-American Affairs

Assistant Secretary **BERNARD W. ARONSON** accompanied **PRESIDENT BUSH** to Panama, June 11, for meetings with President **GUILLERMO ENDARA** and his cabinet, and continued with the President to Rio de Janeiro, Brazil, for his address to the UN Conference on the Environment and Development, June 12 ... Mr. Aronson was the luncheon speaker at the June 25 meeting of the American Council of Young Political Leaders at the Department ... He accompanied President Bush and **SECRETARY**

**BAKER** to the July 14 meeting with Mexican President **CARLOS SALINAS** in San Diego ... On July 28 he spoke at the Southern Governors Conference with the presidents of Costa Rica, El Salvador and Nicaragua, the prime minister of Belize, the vice presidents of Honduras and Panama and the Guatemalan foreign minister, in Charlottesville, Va. The daylong conference concentrated on trade relations between the two regions. Mr. Aronson was joined by deputy assistant secretaries **JOHN MAISTO** and **DAVID MALPASS** and officials from State, A.I.D., Treasury and the Office of the U.S. Trade Representative.

Deputy assistant secretary **ROBERT S. GELBARD** met with members of the Latin America area studies course at the Foreign Serv-

ice Institute, June 3 ... From June 16-18 he was in London for annual policy discussions with the British government concerning Latin America and the Caribbean. He was accompanied by the deputy director for policy planning and coordination, **ROBERTA JACOBSON** ... On June 26 he made opening remarks to the Republican National Hispanic Assembly ... On July 14 he discussed personnel issues with bureau women officers at a brown-bag lunch ... Mr. Gelbard gave the luncheon address at the Bolinvest investment conference, July 16, in Washington and, on July 23, he spoke to business leaders at a conference organized by the Institute of the Americas in San Diego ... On July 28, as acting assistant secretary, he attended the White House meeting between President Bush and Ecuadoran President-elect **SIXTO DURAN BALEN**. □

## International Communications and Information Policy

On June 21 coordinator BRADLEY P. HOLMES was at the inaugural of the new telecommunications subcommittee of the Paris American Chamber of Commerce. At the kickoff meeting, the subcommittee reviewed telecommunications issues under discussion in bilateral meetings between the U.S. and France ... Mr. Holmes met with the new French minister of communications, EMILE ZUCCARELLI, to discuss developments in high-definition television ... On June 26 Mr. Holmes signed a U.S.-Netherlands agreement on international value-added network services. This will permit U.S. telecommunications companies to provide these advanced services in the Netherlands. In addition, he conducted bilateral discussions on international telecommunications policy topics ... From June 29-July 9 he chaired the U.S. delegation to the annual meeting of the administrative council of the International Telecommunication Union, in Geneva ... On July 16, he hosted a meeting of the Department's private-sector Advisory Committee on International Communications and Information Policy. The committee considered a draft report on communications in the Commonwealth of Independent States. The report was prepared by a panel of the committee which traveled to and met with telecommunications ministers there. The report's proposals for an extensive program of U.S. technical assistance to them was endorsed by the committee. The committee also released its recently-completed study on international financing of telecommunications projects.

On July 23 Mr. Holmes met with newly-appointed National Telecommunications Information Agency administrator GREGORY CHAPADOS and Federal Communications Commission chairman ALFRED SIKES to discuss international telecommunications policy issues ... On August 10-11 he led a 16-member U.S. delegation to the 1992 meeting of the U.S.-Mexico consultative group on telecommunications. The delegation included representatives of the Departments of State and Commerce and the Federal Communications Commission. Nine U.S.-Mexico agreements were signed, addressing AM and FM radio stations, cellular radio and other specialized telecommunications services. The agreements aim to promote new U.S. services in the border regions.

On June 25 deputy under secretary MICHAEL YOUNG and senior deputy U.S. coordinator KENNETH BLEAKLEY met with the minister of state for transport and communications, AFFONSO CAMARGO, and the secretary of communications, NELSON MARCHEZAN, to discuss Brazil's program of privatization and liberalization of communications services. Planning for an upcoming mission to Brazil by the advisory committee was discussed ... Mr. Bleakley has retired to form his own company.

On July 17 and 20 RICHARD C. BEAIRD, deputy coordinator, held discussions with the German and Swedish governments in Bonn and Stockholm, respectively, on the development of bilateral arrangements with the United States on international value-added network services, the new and advanced telecommunications services ... On July 27-29 he chaired the first U.S.-hosted meeting of the working group on telecommunications of the Asia-Pacific Economic Cooperation organization in Honolulu. He was joined by D. CLARK NORTON, KATHRYN MARTIN

and DONALD RICHARD GRIFFIN, all of the bureau. Attendance at the meeting included participation by Pacific Rim countries and China, Taiwan and Hong Kong.

BRIAN SILER has moved from a temporary assignment preparing an October telecommunications task force to India for economics training at the Foreign Service Institute ... The bureau bid farewell to WILLIAM (BILL) CHASE, who completed his one-year detail from the Department of Defense ... The bureau welcomed MARGARET (PEGGY) BARNHILL as she began her one-year detail from the Department of Defense ... RANDOLPH EARNEST and DANIEL GOODSPEED represented the Department at the 43rd council session of the International Maritime Satellite Organization, in Montreal, July 16-24. Mr. Earnest and STEVEN LETT received Meritorious Honor Awards for their work on international satellite policy ... Mr. Earnest has been assigned to the senior-level training course at the Naval War College, Newport, R.I., for the 1992-93 academic year ... WILLIAM D. HORNE, an engineer with Stanford Telecommunications, Inc., has begun a one-year assignment from the National Aeronautics and Space Agency. He replaces KATHERINE CHAMBERS, who has been named aerospace telecommunications engineer in the Office of Space Communications at the National Aeronautics and Space Agency ... JUDY JAMISON, a Voice of America employee on detail to the bureau, has left to begin an assignment in international communications at the Center for Strategic and International Studies. □

## International Narcotics Matters

Assistant Secretary MELVYN LEVITSKY participated in the San Antonio summit follow-up meetings on counternarcotics cooperation with Bolivia, Colombia, Ecuador, Mexico, Peru and Venezuela, in the Department, July 30-31 ... On June 9 he testified before the House Select Committee on Narcotics Abuse and Control, on heroin production, trafficking and abuse ... He attended a regional "counterdrug" ambassadors conference in Panama, sponsored by the U.S. Southern Command, June 29 ... On July 16 he visited the bureau's Air Wing Division at Patrick Air Force Base, Fla., for discussions ... Mr. Levitsky visited the U.S. Customs Canine Enforcement Training Center in Front Royal, Va., June 14, accompanied by deputy assistant secretary WILLIAM J. OLSON, Transnational Issues Office director DAVID LYON, and the deputy assistant commissioner of customs, ROBERT MALL ... After a tour of the Center, Mr. Levitsky addressed a graduating class of students from Guyana and the Bahamas, whose training was funded by International Narcotics Matters.

Deputy assistant secretary GRANT SMITH led the U.S. delegation to the Dublin group meetings in Brussels, June 22-26. He was accompanied by GREGORY STANTON, Office of Transnational Issues; by DANIEL STRASSER, Office of Program Management (for the meetings



INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY—Kenneth Bleakley (left), departing deputy U.S. coordi-

nator of the bureau, receives the John Jacob Rogers Award from Bradley P. Holmes, bureau director.

of Latin America); and by FRANK ALBERT, the regional narcotics counselor based in Brussels ... HENRY T. WOOSTER, a program and policy analyst, served a temporary tour of duty as a political/economic officer at the new embassy in Dushanbe, Tajikistan, during May and June. Mr. Wooster had an opportunity to use both his Russian and Farsi language skills in this newly-independent republic ... RAYBURN F. HESSE, senior policy analyst, has been chosen by the 26-nation financial action task force to chair its working group III, which is responsible for policy planning and external relations. Mr. Hesse is also the U.S. delegate to the task force steering group ... In July he met with UN drug control program officials in Vienna, to agree on a cooperative program of technical assistance and training related to money-laundering.

LLOYD ARMSTEAD traveled to Mexico City for aerial survey and "Pathlink" technical training for the Attorney General's Office, June 8-13 ... TERRY BRANHAM traveled to Washington from the International Narcotics Matters air wing's operating center at Patrick Air Force Base, to participate in the contract award fee process, June 15-19 ... DENNIS LINSKEY traveled to Geneva, Switzerland, June 16-18, for the World Health Organization program on substance abuse ... JOHN McLAUGHLIN traveled, June 23-July 6, to Lima as part of the team investigating the June 20 helicopter crash ... He conducted a review of the aerial eradication program in Bogota, July 13-17 ... THOM BROWNE was a participant in the Joint Information Coordination Center conference in San Jose, July 20-23.

New bureau people: at Patrick Air Force Base, ELAINE BOYD, air wing secretary; MIKE DAUKSHUS, air wing administration contract officer; and CWIE JAIMIE BARRERA, air wing quality assurance officer ... New arrivals: PAUL SMITH, chief, Americas Caribbean Division; ROBERT BLAU, program officer for Central America; MELINDA TABLER-STONE, program officer for the Southern Cone; FRANK ALEXANDER; THOMAS KUSTER, program officer for ground and air programs; and SUZANNE SHEPPARD, secretary ... Departures: JAMES GREENE, CHRIS NOTTINGHAM, MARIA TREJO and EUGENE MARTIN. □

## International Organization Affairs

Assistant Secretary JOHN R. BOLTON attended the chiefs of mission conference in Geneva, June 29-30 ... He then traveled to Moscow for consultations with Russian officials ... In New York, Mr. Bolton addressed the high-level session of the Economic and Social Council of the United Nations ... He testified before the House Select Committee on Hunger, regarding the humanitarian emergency in Somalia ... He returned to Geneva at the end of July to attend the international meeting on humanitarian aid for the victims of the conflict in the former Yugoslavia ... The permanent representative of

the United States to the United Nations, EDWARD J. PERKINS, accompanied by principal deputy assistant secretary GEORGE F. WARD JR., testified, July 29, before the House Foreign Affairs subcommittees on the Middle East and Europe and on human rights and international organizations, on Iraq's noncompliance with Security Council resolutions.

MELINDA L. KIMBLE, deputy assistant secretary, traveled to Geneva, June 8-12, to represent the Department at the meeting of the World Health Organization global management committee, which is the governing body of the global program on Aids ... She traveled to Geneva, June 27-July 1, to attend annual chiefs of mission conference ... She and MARGARET POLLACK, division chief for economic and humanitarian assistance, Office of International Development Assistance, and PATRICK DEMONGEOT, division chief for evaluation and planning, Office of International Development Assistance, participated in the 1992 substantive session of the UN Economic and Social Council, in New York, June 29-July 31 ... THOMAS F. MURPHY, deputy director, Office of International Development Assistance, was a member of the delegation to the second negotiating session for the fourth replenishment of the International Fund for Agricultural Development, in Rome, July 6-9.

On June 12 JULIETTE C. McLENNAN, U.S. representative to the UN Commission on the Status of Women, met with representatives of other federal agencies and nongovernmental organizations to brief them on the commission's 1992 session ... On June 18, at the U.S. mission to the United Nations, she briefed New York-based representatives of nongovernmental organizations ... On June 29 she spoke at a conference for women sponsored by the American Association of Retired Persons, which focused on improving media coverage for women and women's organizations ... On July 8, she spoke before women from the Commonwealth of Independent States, at an event sponsored by Dialogue on Diversity ... On July 16 she traveled to New York to participate in the UN Economic and Social Council's deliberations on the advancement of women ... On July 29 she spoke at a meeting of the National Women's Business Council.

J. KENNETH BLACKWELL participated as U.S. representative to the Council of Europe's meeting on the World Conference on Human Rights, in Strasbourg, June 24-26 ... He then traveled to New York as alternate U.S. representative to the Economic and Social Committee during the committee's discussions of human rights issues, June 30-July 2 and July 15 ... While there, he and Ambassador SHIRIN TAHIR-KHELI hosted two breakfast discussions with representatives of key delegations and also met with UN under secretary general ANTOINE BLANCA.

On June 20 CHARLOTTE PONTICELLI, director, Office of Human Rights and Women's Affairs, participated in a panel discussion on human rights, at the annual meeting of the Academic Council of the United Nations System ... During July, Ms. Ponticelli, with BEVERLY

ZWEIBEN, deputy director, Office of Human Rights and Women's Affairs, and SHARON KOTOK, officer-in-charge of women's affairs, traveled to New York to serve as advisers to the U.S. delegation to the Economic and Social Council during its deliberations on human rights, crime and the advancement of women.

CHRISTOPHER J. RICHARD, Office of UN Social and Refugee Affairs, and JUDY CHAVCHAVADZE, Bureau of Refugee Programs, traveled to Croatia, Macedonia and Geneva, July 8-25. They visited refugee centers, observed the planning and launching of the UN high commissioner for refugees' truck convoy carrying humanitarian relief to central Bosnia, and discussed refugee needs with officials of governments and private voluntary organizations. Reporting from the trip helped Department preparations for the July 29 high commissioner for refugees conference on humanitarian needs in the region, as well as planning on how to funnel U.S. resources to meet the problems which will come in the winter.

**People: Transfers:** ROBERT D. BURKETTE from the Bureau of Administration to the Office of Technical Specialized Agency Affairs ... MARTHA ANN KELLERAN from Monterey to the Office of UN Social and Refugee Affairs ... DOUGLAS S. KINNEY from the Bureau of Politico-Military Affairs to the Office of Multilateral Policy and Research ... JAYNE L. KOBLISKA from the Bureau of East Asian and Pacific Affairs to the Office of International Development Assistance ... ROBERT R. KUNTZ II from Antananarivo to the Office of International Conferences ... WILLIAM W. McILHENNY IV from the Bureau of Legislative Affairs to the Office of UN Political and Multilateral Affairs ... GERALD J. MONROE from the U.S. mission to the UN Agencies for Food and Agriculture, Rome, to the Office International Development Assistance ... CHRISTOPHER W. MURRAY from Brussels to the Office of UN Political and Multilateral Affairs ... JOLEEN A. SCHWEITZER from Buenos Aires to the Office of Administrative Services ... GEORGE F. WARD JR. from Bonn, to be the principal deputy assistant secretary for the Bureau of International Organization Affairs ... JOHN S. BLODGETT from the Office of International Economic Policy to London ... SAMUEL V. BROCK from the Office of UN Political and Multilateral Affairs to Algiers ... JUDITH F. BUNCHER from the Office of Technical Specialized Agency Affairs to the Bureau of Intelligence and Research ... ALAN J. CARLSON from the Office of UN Political and Multilateral Affairs to the Bureau of Near Eastern and South Asian Affairs ... MICHAEL H. CORBIN from the Office of UN Political and Multilateral Affairs to the Foreign Service Institute ... STEPHEN E. EISENBRAUN from the Office of UN Political and Multilateral Affairs to the Bureau of Personnel ... LOUIS ESPADA-PLATET from the Office of International Development Assistance to the Foreign Service Institute ... KATHLEEN M. FITZPATRICK from the Office of UN Political and Multilateral Affairs to the Foreign Service Institute ... WILLIAM IMBRIE III from

## BUREAU NOTES

the Office of UN Political and Multilateral Affairs to London ... SUSAN S. JACOBS from the Office of UN Social and Refugee Affairs to the Bureau of Legislative Affairs ... THOMAS G. MARTIN from the Office of Technical Specialized Agency Affairs to the U.S. mission to the United Nations, Vienna ... ALAN PARKER from the Office of International Economic Policy to the Foreign Service Institute ... SUSAN SHEA from the Office of the Permanent Representative to the United Nations to the Bureau of Near Eastern and South Asian Affairs ... E. RUTH KENNEDY has resigned from the Office of Administrative Services. □

## Legislative Affairs

Assistant Secretary JANET G. MULLINS accompanied SECRETARY BAKER on his trip to the Middle East, including Lebanon, July 18-24 ... On June 23 legislative management officer FRANK M. LEMAY testified before the House Committee on the Judiciary, on issues related to U.S. policy toward Iraq ... On July 31 senior policy adviser SCOTT CLELAND spoke on U.S. foreign policy and the "New World Order" before the American Legion's "Boys Nation."

**People:** WILLIAM DAVIS has moved from chief of the legislative reference unit into a legislative management officer position, handling foreign operations appropriations in the Senate ... ANN D. NAZZARO has assumed the position as administrative officer ... KATHLEEN TILBURY has joined the bureau as program officer in the travel unit ... **Departures:** deputy assistant secretary LORNE CRANER has joined the staff of the National Security Council as director of Asian affairs ... Legislative management officer BERNARD ALTER's next assignment is visa section chief in Hong Kong ... MEREDITH ATTWELL will attend law school at the University of Houston ... GLENN W. CAREY transferred to the Office of Counter-Terrorism to work on western European affairs ... BRUCE GRAY will be deputy director of the Office of Regional Affairs in the Bureau of East Asian Affairs ... BILL McILHENNY, director of legislative operations, has assumed new duties in the Bureau of International Organization's Office of UN Political Affairs. □

## Near Eastern and South Asian Affairs

Assistant Secretary EDWARD P. DJEREJIAN traveled to the Maghreb, July 5-11. He visited the consulate in Casablanca and embassies in Rabat, Algiers and Tunis, and held meetings with government officials in each city. He was accompanied by staff assistant ETHAN GOLDRICH ... He and deputy assistant secretary DAN KURTZER accompanied SECRETARY BAKER on his trip to the Middle East, July 18-25. The party traveled to Israel, Jordan, Syria, Lebanon, Egypt and Saudi Arabia, to discuss results of the



**KARACHI, Pakistan**—At award ceremony, from left: Sandra Duncan, Syma Sheikh, Muhammed Zakaria, Syed A. Wasif, Suresh Umrathia, S. Arshad Saeed, consul general

Israeli elections and peace efforts ... Mr. Djerejian testified on the situation in the Middle East before the House Foreign Affairs Committee's subcommittee on Europe and the Middle East, June 24, and again on June 30 ... On June 2 he gave an address to the final meeting of a seminar series on the Middle East sponsored by Meridian House and the Smithsonian. His topic was "The United States and the Middle East in a Changing World." ... Mr. Djerejian met with members of the Washington Institute of Foreign Affairs, June 10, to discuss the Middle East peace talks ... On June 17 he gave a speech on the Middle East to a luncheon meeting of the Washington Rotary Club ... He presided over two awards ceremonies in July. On July 1 he presented Iraq desk officer ALAN MISENHEIMER a Superior Honor Award; RICHARD BOEHM received the Wilbur J. Carr Award. On July 17 he presented Superior Honor Awards to deputy public affairs adviser SUSAN KEOGH-FISHER, Pakistan desk officer PAUL SUTPHIN, Nepal desk officer SUSAN BENNETT and the deputy director of the Egyptian affairs office, JOHN BARGERON. STEVE KONTOS received a Meritorious Honor Award for his work curbing visa fraud in Pakistan ... Mr. Djerejian joined Secretary Baker and Under Secretary ARNOLD KANTER when the Secretary met with an ethnically and religiously diverse delegation of the Iraqi National Congress, a unified organization of Iraqi opposition groups.

Mr. Kurtzer gave a keynote speech at Hadassah's 78th national convention, July 14. He spoke on U.S.-Israeli relations ... Deputy assistant secretary LINCOLN BLOOMFIELD spoke on the Middle East to a conference of the American Council of Young Political Leaders, June 25 ... Deputy assistant secretary DAVID MACK gave a speech on U.S. policy in the Middle East, June 19, to the National Association of Arab Americans.

JOHN R. MALOTT has joined the bureau as deputy assistant secretary with responsibility for South Asia. He replaces TERESITA

Richard C. Faulk, Sharon F. Walton, Judith Huckle, Shujat A. Khan, M. Usman Khan, Munawar Shah, Ali M. Gambwani, S. Iqbal Mazer, Syed A. Naqvi, Mohammad Qadeer.

SCHAFFER, who has been confirmed as ambassador to Sri Lanka ... Mr. Malott traveled to the region June 16-July 4, visiting New Delhi, Calcutta, Madras, Colombo, Kathmandu, Dhaka, Lahore, Islamabad and Karachi ... After her confirmation as ambassador, Ms. Schaffer gave two "Worldnet" interviews on South Asian issues ... On July 2 she participated in a "Worldnet" with Islamabad and Dhaka, and on July 8 with New Delhi, Madras and Colombo ... JUAN A. ALSACE and LARRY SILVERMAN have joined the bureau as staff assistants to Mr. Djerejian. Mr. Alsace comes to the bureau from an assignment in Karachi, where he received a Superior Honor Award for his reporting on political events in Pakistan's Sindh province. Mr. Silverman recently completed his assignment as a political officer in Amman ... J. FRANK MERMOUND, congressional affairs adviser to Mr. Djerejian, joined the Department in May after serving as a congressional liaison officer at U.S.I.A. for three years.

THOMAS PICKERING was sworn in as the ambassador to India by Under Secretary KANTER, July 28. He conducted consultations during June and July, including a visit to the Rand Corp., July 20-24 ... He and GEORGE G.B. GRIFFIN, director, Office of India, Nepal and Sri Lanka Affairs, addressed the annual general meeting of the U.S.-India Business Council, on U.S.-India relations and prospects for bilateral trade and investment. The meeting took place at the U.S. Chamber of Commerce in Washington, June 15 ... Mr. Pickering left for post on July 29. He was to visit Hawaii, Korea, Tokyo and Hong Kong before arriving in New Delhi ... RONALD NEUMANN, director, Office of Northern Gulf Affairs, and SUSAN KEOGH-FISHER, deputy public affairs adviser, spoke to high school students here for a program sponsored by the U.S. Institute of Peace, June 23. They spoke on the Persian Gulf and Kurdish issues ... On June 26 Mr. Neumann and JOHN BARGERON, deputy director, Office of Egypt-



**NEAR EASTERN AND SOUTH ASIAN AFFAIRS**—Assistant Secretary *Edward P. Djerejian* (right) presents *Paul Sutphin* a Superior Honor award for his work on the Pakistan desk.

tian Affairs, spoke to South Asian journalists who were in Washington as part of a program sponsored by Meridian House International. Mr. Neumann spoke to the group on Iraq and Mr. Bergeron on peace efforts.

Deputy public affairs adviser **SUSAN KEOGH-FISHER** has left the bureau to spend a year at Georgetown on the Dean Rusk Fellowship. She has been replaced by **CALVIN A. MITCHELL III**, who recently completed his assignment as staff assistant for the bureau ... **BEEZY NEWKIRK** has joined the staff of the bureau's public affairs office as secretary for the public affairs adviser ... **THOMAS J. MILLER** traveled to New York, July 8, to meet with the leadership of the American Jewish community in preparation for his new assignment as director of the Office of Israel and Arab-Israeli Affairs. He replaces **BILL BREW**, who is leaving to be consul general in Dhahran, Saudi Arabia ... Political officer **BRUCE EHRNMAN** is leaving the Israel desk for an assignment on the Canada desk ... Political/consular officer **MICHAEL BOSSHART** is leaving for an assignment as a political officer in Berlin. He will be replaced by **SHELLEY MIDURA** ... **KATHLEEN TILBURY** has left the Israel desk to be a program officer in Legislative Affairs ... **ALLEN KEISWETTER**, director, Office of Regional Affairs, spoke on the Middle East to Arab-American Republicans, July 28 ... Regional affairs officer **RICHARD JARVIS** gave an overview of Middle East issues to students from Long Beach City College, who were in Washington for their annual field trip ... On June 28 he addressed 600 members of the Messianic Jewish Alliance of America, at their annual conference in Lantham, Pa. He spoke on U.S. relations with Israel.

Mr. Bergeron met with members of the World Affairs Council of Washington to discuss the Middle East, July 16 ... In July the former consul general in Alexandria, **ROBERT**

**MAXIM**, stopped in the Department for consultations en route to his new assignment as political counselor in Cairo ... **BARBARA SCHELL**, who will replace Mr. Maxim as consul general in Alexandria, was in the Department from N'Djamena for consultations, prior to home leave ... **MARJORIE RANSOM**, public affairs officer-designate for Cairo, visited the bureau to call on the Office of Egyptian Affairs and Mr. Kurtzer ... **THEODORE FEIFER** assumed his duties as deputy director of the Egypt desk, replacing Mr. Bergeron, who has been assigned to the civilian observers in the Sinai ... **LARRY L. MEMMOTT** and **JAMES MAXSTADT** have joined the office as economic and political officer, respectively ... **ANNE GALER RYAN** has left for the Philippines desk as economic officer, and political officer **DANIEL C. STOLL** has left for Johannesburg, where he will serve as consul ... Also in July, **KAREN STARR** reported for duty as the secretary to the deputy director. She comes to the Department from Tel Aviv.

**DAVID REUTHER**, deputy director, Office of Northern Gulf Affairs, spoke to students from the University of Pittsburgh, July 10. He spoke on Middle East issues ... He later spoke to students from the United Kingdom Naval College ... Iraq desk officer **ALAN MISENHEIMER** has left for Arabic training, prior to an assignment in Cairo. He has been replaced by **STEPHEN KIMMEL** ... **PETER TINSLEY** has assumed his duties as political adviser to the commander of the "Combined Task Force Provide Comfort" in Turkey ... **PEDRO MARTINEZ** has completed his year at the Senior Seminar and has taken over his new duties as director of the Office of Lebanon, Syria and Jordan Affairs. He replaces **THEODORE KATTOUF**, who left to become the deputy chief of mission in Damascus ... **FRANK RICCIARDONE**, political officer in Amman, was in the Department for consultations ... Jordan desk officer **HENRY ENSHER** traveled to Whitewater, Wisc., June 17, to participate in the world affairs seminar sponsored by the University of Wisconsin. He spoke on the U.S. role in the Middle East ... On July 12 he gave a speech at Alderson-Broadus College, Philippi, W. Va. The college was sponsoring a seminar for educators on teaching issues on the Middle East ... Kuwait desk officer **BARBARA LEAF** has left for Arabic training, prior to an assignment in Cairo. She has been replaced by **ETHAN GOLDRICH**, who recently completed his assignment as staff assistant for the bureau.

**SUE SAARNIO** has replaced **ROBERT BLAKE** as the Tunisia desk officer. Mr. Blake has joined the staff of the under secretary for political affairs, as special assistant for the Middle East bureau ... Mr. Griffin spoke at the last session of the India study group at the Carnegie Endowment for International Peace. This event culminated his year of regular participation in the group ... India desk officer **DOUG SPELMAN** has left the bureau. He will be replaced by **STEPHEN BLAKE** ... **SUSAN BENNETT**, who has left for an assignment in the economic affairs bureau, will be replaced by **DENISE VALOIS** as Nepal desk officer ... Sri Lanka desk officer

**PURNELL DELLY**, who left for an assignment in Ankara, Turkey, has been replaced by **ALISON KRUPNICK** ... **CYNTHIA WHITLSEY**, who will be the staff assistant in the South Asia bureau, filled in as the Sri Lanka desk officer during the interim ... Secretary Baker met with the Maldives president in Male, en route to the Philippines after completing his trip to the Middle East. The U.S. ambassador to Sri Lanka, **MARION CREEKMORE**, was present at the meeting.

Following the Mujahidin assumption of power in Kabul, the United States has resumed full diplomatic relations with the government of Afghanistan. The Office of the Special Envoy to the Afghan Resistance is being phased out. Phone calls for the special envoy should be directed to the Pakistan desk at the Department of State. The telephone number is (202) 647-9552.

**WILLIAM B. MILAM**, ambassador to Bangladesh, was in Washington for consultations ... **JOHN C. MONJO**, ambassador to Indonesia, has been named as the new ambassador to Pakistan ... **JOHN HOLZMAN** has begun his duties as the director of the Office of Pakistan, Afghanistan and Bangladesh Affairs. He replaces **ED ABINGTON**, who is the new deputy chief of mission in Islamabad ... **FRANCISCO GONZALEZ** has replaced **PAUL SUTPHIN** on the Pakistan desk ... **WILLIAM KELLY** has assumed his duties as the deputy executive director for the bureau, replacing **GEORGIA DEBELL**, who has gone to the Senior Seminar ... **BOB MANZANARES** has taken over as supervisory post management officer. He will continue to serve as the post management officer for Egypt ... **MIKE DUFFY** has taken over Mr. Manzanares' responsibilities as post management officer for Morocco, Algeria, Tunisia, Israel, Jerusalem and Jordan ... **GERRI O'BRIEN**, formerly Foreign Service personnel officer for the bureau, has taken over as post management officer for Pakistan, India and Afghanistan ... **CAROL PEREZ** has replaced Ms. O'Brien as the new personnel officer ... **JUDY ADAMS** has joined the bureau as the secretary for the executive director. □

## Personnel

### Family Liaison Office

**GAIL KNOWLES** has joined the staff as publications coordinator. She was community liaison office coordinator in both Ankara and London and, most recently, was executive director of the Foreign Service Youth Foundation.

In June, the office sent out the seventh mailing of its Direct Communication Project. Sent to approximately 4,000 Foreign Service family members, it included a paper, "The Challenge of Change," by Foreign Service spouse **MARK LASSLEBEN**.

Also in the package was an Overseas Briefing Center course schedule, a brochure on the Association of American Foreign Service Women and an update on spouse employment initiatives.

The following community liaison office coordinators visited the Family Liaison Office in



**BUREAU OF PERSONNEL**—Acting director general *Larry C. Williamson*, center, with the functional specialization program class, first row, from left: *Jeanne Sprott, Marilyn Matke, Shelia Moyer, Rosemarie Pauli-Gikas, Angela Sharpe, Joanne Edwards*. Second row: *Margaret Barnett, Wanda Kennicott, Janet McGhee, David Chinn*.

July: CHANTAL DUKE (Addis Ababa), EUNICE BLAU (Brasilia), DORIE SOUTHERN (Cape Town), FAITH CHUDZIK (Dhaka), JANET MITCHELL (Jeddah), FRAN TRIVISANI (Johannesburg), BETH RYLEY (Kampala), REBECCA CHRISTY (Kuala Lumpur), ISABEL GATES (Lima), BETTY FRANK (London), JACKIE PUCETTI (Managua), MAUREN JOHNSTON (Nairobi), KAREN LUNDAHL (New Delhi), JUDITH MARTIN (Pretoria), VIVIANA YAMASHITA (Quito), CETA AMATO (Santo Domingo), JAE OAK CHUNG (Taipei), and COLETTE LANKFORD (Yaounde).

The following visited the office in May and June: CAROL STEICHEN (Budapest), METTE BEECROFT (Brussels), BABS JACKSON (Harare), SANGEETA SHIELDS (Beijing) and PAM TABORSKY (Vienna). □

#### Medical Services

From May 27-30 Dr. Michael Nesemann, the new director of foreign programs, attended the American College of Physicians conference on "Treatment and Diagnosis of Acute and Chronic Disease." ... At the end of May, regional medical officer/psychiatrist JERRY BIGGS departed from New Delhi, resigning from the Foreign Service ... On June 1 regional medical technologist MARILYN KENNEDY began her three-month X-ray course at the Naval Hospital of Health Sciences in Oakland, Calif. ... While on personal leave in the Washington area, Foreign Service nurse practitioner JENNIFER GRISE-FRITZ consulted in Medical Services, June 2, prior to returning to Accra ... Dr. MARTY WOLFE, infectious disease consultant, traveled to Nairobi and Kampala the first week of

June on a malaria factfinding mission ... On May 7 and June 6 JUDY BERMAN, health education specialist, and Foreign Service nurse practitioner ANNE SALOOM, who is deputy nursing director, presented "Healthy Living Overseas" (preventive health care for living in a foreign environment) to new employees of the Foreign Service and their spouses at the Overseas Briefing Center.

Attending the national conference of the American Academy of Nurse Practitioners in Washington, June 11-12, to recruit for the Foreign Service were the director of nursing, Foreign Service nurse practitioner KUMI CROSS; Ms. Saloom; and the examination clinic chief nurse, nurse practitioner MARY AYLWARD ... Visiting in Medical Services en route to and following their medical technologists' continuing medical education in Honolulu were regional medical technologists CAROL FRANCIS (returning to Lagos) and CHUCK ROBINSON, traveling back to Moscow ... Foreign Service nurse/physicians assistant ART BROKSAS left his work in the examination clinic for three months in Nouakchott, June 17 ... Regional medical officer STEVEN JOHNSON and his family were evacuated from Belgrade, June 18, and arrived in Washington, from Budapest, June 19. He continued to cover his region telephonically from Medical Services, June 23-July 10. Following personal leave in Atlanta, he and his family will take a new residence in Athens, the new regional medical center vice Belgrade.

In May, Foreign Service nurse practitioner LESLIE MORTIMER completed her tour in Islamabad and began home leave in Montana. In mid-July she headed back east to consult in Medical Services, then began a continuing medical education program at Johns Hopkins for a masters' in public health ... Regional medical technologist CAROL FRANCIS has won the Meritorious Honor Award for her contributions in Lagos and the African region ... Regional medical officer TOM LUCAS consulted in Medical Services the week of June 22, during the beginning of his home leave. He leaves the African continent following tours there in Bamako and

Lusaka; his next posting is in Kathmandu ... RITA MARINUCCI is the newly-appointed personnel assistant. She was secretary in the executive office.

Former deputy medical director ELMORE RIGAMER will begin a year of continuing medical education at the John F. Kennedy School of Government at Harvard in August. He will specialize in health policy ... Dr. LARRY BROWN moved up the hall from Foreign Programs to become Deputy Medical Director ... To Foreign Programs came Dr. MICHAEL NESEMANN, from his seat as director of the health units ... Dr. KEN BABCOCK became director of the health units, from his position as director of domestic programs ... Regional medical officer PAUL GOFF, previous medical director, consulted in Medical Services the last week of June, during his personal travel to the United States from his post, Bangkok ... Regional medical officer/psychiatrist JACK SMITH won a Superior Honor Award in Hong Kong, for his service in East Asia ... On home leave with return to his post, Islamabad, was regional medical officer GARY PENNER, who consulted in Medical Services the week of June 29 ... Foreign Service nurse practitioner JEANNENE CRAMER curtailed her tour in Jakarta and returned to Washington in July. She will work in Medical Services on overcomplement ... Appearing in Medical Services for home leave consultations was Foreign Service nurse practitioner CAROL DORSEY with her family, July 7 and 9. They will return to Prague.

At the end of July, Foreign Service nurse practitioner EDNA FARRINGTON traveled to her new post, Maputo, after temporary duty in Pretoria following her curtailment from Rabat ... A trip to Jakarta to provide medical coverage for the health unit was made by Dr. RICH BRUNO, director of clearances, July 15-August 6 ... After 12 years of service to the mission community, Embassy Maseru contract nurse MAUREN MacGREGOR is leaving Lesotho in October to join her husband in Scotland ... On July 20 Dr. EMIL VON ARX, former deputy medical director and current regional medical officer in



Vienna, consulted Medical Services ... Two recipients of presidential awards were: Dr. Goff, one of the seven Department of State members to receive the Distinguished Service Award, and Dr. LARAE KEMP, medical director and former regional medical officer in Moscow, one of the 14 State recipients of the Meritorious Service awards.

Sponsors of contract nurse continuing medical education in Hong Kong and Quito were Foreign Service nurse practitioners MICHAEL PATE and CANDACE MOORE ... Participants in the first annual continuing medical education conference at the consulate in Hong Kong, May 28-May 29, were MARY BROWN, R.N., Guangzhou; CATHY BUTLER, R.N., Hong Kong; CARL FIELDS, physician's assistant, Peace Corps, Ulaanbaatar; Dr. BRONWYN HOLLAND, Taipei; SHIL KANG, R.N., Seoul; THERESA KWONG, R.N., Hong Kong; VIRGINIA LORENZ, R.N., Shenyang; ANGELO MO, R.N., Hong Kong; VICKY NOBLE, R.N., Beijing; SARAH RUSSELL, R.N., Guangzhou; AVA SHELBY, R.N., Hong Kong; and LISA ZEC, R.N., Hong Kong.

Speakers for Hong Kong's continuing medical education meetings were regional medical officer JOHN ALDIS, Beijing; STANTON BIGELOW, Hong Kong; MARY BROWN, R.N., M.S.N., Hong Kong; THERESA KWONG, R.N., Hong Kong; Dr. MARIANNE MOORE, Tokyo; Foreign Service nurse practitioner MICHAEL PATE, Hong Kong; regional medical officer/psychiatrist JACK SMITH, Hong Kong; and Foreign Service nurse practitioner CHERYL WAGNER, Manila.

Participants in the Quito continuing medical education were ADRIANA CALVO-PALENQUE, R.N., La Paz; SHEILA CLANCY, R.N., Buenos Aires; JACQUELINE DESCHENES, R.N., Sao Paulo; MARIA FERNANDEZ, R.N., Asuncion; IRENE GOMEZ-JURADO, R.N., Guayaquil; LUISA HAWKES, R.N., Santiago; and CONNIE MCKENZIE, R.N., Caracas ... Presenters at the Quito conference were Foreign Service nurse practitioner CANDACE MOORE and CHERYL HIGHTOWER, mental health coordinator at the embassy, and private local specialists: ENRIQUE HIDROBO, M.D.; ALFREDO JIJON, M.D.; ANDREA MOLINARI, M.D.; and JOSE PITARQUE, M.D. □

## Politico-Military Affairs

Deputy assistant secretary ELIZABETH VERVILLE led the U.S. delegation to the 22-nation missile technology control regime meetings in Oslo, June 29-July 2, where agreement was reached to extend the regime's guidelines to cover all weapons of mass destruction and further strengthen its controls. She was accompanied to the sessions by Office of Weapons Proliferation Policy director VANN VAN DIEPEN, who led the U.S. delegation to the missile technology control regime technical experts meetings, June 29-30.

*Office of Defense Trade Controls: Arms*

Licensing Division chief ROSE MARIE BIANCANELLO and Compliance Analysis Division chief CLYDE G. BRYANT, with MAL ZERDEN, ALLEN SUCHINSKY, SAM CAPINO and ANDREW CHURCH of the Arms Licensing Division, attended an open forum hosted by the Center for Defense Trade in the Dean Acheson Auditorium, June 29. The meeting was held to allow public comments on proposed changes to the international traffic in arms regulations ... Mr. Zerden conducted an export licensing seminar in Scottsdale, Ariz., May 6, for small companies engaged in the export of defense articles and services ... Mr. Church participated in a Presidential Management Intern Program exercise, May 12-16, in Waynesburg, Pa ... Ms. Biancaniello, CAROL BASDEN, TERRY DAVIS, SUE CLARK and SUE PLANT, Arms Licensing Division, spoke at the annual McDonnell Douglas licensing update conference in Alexandria, Va., June 1 ... Ms. Basden and CAROLYN LANCASTER addressed senior officials of the Sundstrand Corp., concerning export licensing policies and procedures, in Washington, July 9 ... DAN COOK participated in a conference, "Brave New World: The International Traffic in Arms Regulations in the 1990s," sponsored by the Santa Clara Valley World Trade Association, in San Jose, Calif., July 16 ... The Aerospace and Ordnance Branch conducted an in-house seminar on special licensing issues for the Northrop Corp., in Rosslyn, Va., June 23 ... MARTHA WRIGHT, a paralegal in the Compliance Analysis Division, spoke on defense trade controls and compliance at a defense industry conference in Thousand Oaks, Calif., May 26-29.

**Office of Defense Relations and Security Assistance:** The new office director, BARBARA TOBIAS, began working her new post, coming from her last assignment as the science officer in Brazil. Many portfolio changes occurred to match the personnel changes ... Action officer PETER TINSLEY has moved on to become a political adviser for Operation Provide Comfort in Incirlik, Turkey ... Colonel TOM SCHOEGLER has assumed the Levant portfolio, assisted by clerk JOHN CLOUTIER ... JOHN TRITAK has arrived from the Office of Policy Analysis to be a deputy director, covering Europe and Central Command issues ... Departing the Office of Defense Relations were summer interns TODD PATTERSON and GAYATRI BHALLA, both returning to school ... West Point cadets CAROLYN O'DONNELL and CHRISTOPHER MAYER were serving three-week summer tours with the office.

**Office of Defense Trade Policy:** MARLENE URBINA DE BREEN and ROBERT A. MOSHER, Office of Defense Trade Policy, joined KEN PEOPLES, Office of Defense Trade Controls, to present a panel on defense export controls at the Department of Commerce's "Update '92" conference for industry, July 8 ... The Defense Trade Advisory Group, made up of defense trade experts affiliated with defense firms, nongovernmental organizations and academia, held an orientation meeting, July 10, in the Loy Henderson Conference Room. Presentations were given by the under secretary for international security affairs, FRANK WISNER; the director for the Center for Defense Trade, CHARLES DUELFER; and the director for defense trade policy, PAMELA FRAZIER ...



**POLITICO-MILITARY AFFAIRS**—At the Defense Trade Advisory Group's first meeting, from right: chairman William Schneider,

Jr., regulatory working group chairwoman Ramona Hazera, technical working group chairman John Walsh.

## BUREAU NOTES

JOHN PULJU visited Romania and Bulgaria, July 19-25, as part of an interagency team led by ROBERT PRICE of the economic bureau's International Trade Controls Office. Discussion focused on Bucharest's and Sofia's efforts to improve their export controls on arms and dual-use goods.

**Office of Arms Control Policy for Compliance and Implementation:** ANDREW MANN was a member of the U.S. delegation to the third session of the Bilateral Consultative Commission in Geneva, where he chaired two commission working groups. The commission reached agreements for implementation of the threshold test ban treaty.

**Office of International Security Operations:** Lieutenant Colonel MIKE KING returned from bilateral negotiations with ministry of defense officials in London, England ... ED PIERSON attended a three-day Special Operations Command crisis management course in Florida ... LAURITA DENNY traveled to Frankfurt and Kiev with a humanitarian mission to deliver medical supplies ... Intern MATT ATKINS, from the University of Virginia, has returned to school ... Deputy director DALE DEAN has left for Turkish language studies and onward assignment to Embassy Ankara ... EDWARD IFFT, deputy director of the on-site inspection agency, on detail from the bureau, led a U.S. technical assistance team to Belarus, Ukraine, Azerbaijan, Georgia, Armenia, Moldova and Kazakhstan, to help these successor states of the former Soviet Union prepare for implementation of the conventional forces in Europe treaty. The treaty entered into force July 17.

**Office of Strategic and Theater Policy:** Arriving in July was Air Force Lieutenant Colonel DONALD COLE, previously at the U.S. Space Command in Colorado Springs. Mr. Cole will be the action officer for strategic defense and military space policy. □

## Public Affairs

**Office of Press Relations:** Press officer NANCY BECK coordinated Washington support for journalists accompanying SECRETARY BAKER on his trips to London, Lisbon and Tbilisi, to Warsaw, Munich and Helsinki, and to Israel, Jordan, Syria, Egypt, Lebanon, Saudi Arabia and the Philippines ... Press assistant LYNETTE WILLIAMS arranged media coverage for special events including Secretary Baker's meeting with the president of Zaire's national conference, June 26, a meeting with the minister of foreign affairs of Germany and the prime minister of Japan, June 30 ... Press officer COLIN CLEARY spoke about the press briefing process with international visitors and journalism students, including some groups from China, Brazil and Egypt ... The office bid farewell to summer intern ALICE FULLER, from Saint Augustine College, in Raleigh, N.C., and press officer COLIN CLEARY ... Welcomed were press assistants SANDY BROWN and JULIANNE

SHINNICK, press officer JULIE RESIDE and summer intern JENNIFER WEBBER from the University of California, Santa Barbara.

**Office of InterGovernmental Affairs:** JANICE SETTLE and "DUSTY" KREISBERG participated in a two-day conference on "Trade and Competitiveness: States in a Global Economy," sponsored by the Department of Commerce inter-Governmental affairs office for the state secretaries of commerce and international trade officials ... Ms. Kreisberg completed the week-long Foreign Service Institute course on "Export Promotion: Assisting United States Business." □

## Refugee Programs

Congress held its annual consultations with the administration on proposed refugee admissions for next year. On July 23, as acting secretary of state, LAWRENCE S. EAGLEBURGER testified before the Senate Judiciary Committee, subcommittee on immigration and refugee affairs. Other witnesses were the U.S. coordinator for refugee affairs, JEWEL LAFONTANT-MAKARIOUS; the director of the Bureau for Refugee Programs, WARREN ZIMMERMANN; the commissioner of the Immigration and Naturalization Service, GENE McNARY; and a deputy assistant secretary of the Department of Health and Human Services, DONNA GIBBONS ... Ms. Lafontant-Mankarious, Mr. Zimmermann, Immigration's RICARDO INZUNZA and CHRIS GERSTEN, director of the Office of Refugee Resettlement, Department of Health and Human Services, testified on July 30 before the House Judiciary Committee, subcommittee on international law, immigration and refugees.

JOHN R. BOLTON, assistant secretary for international organization affairs, headed the U.S. delegation to a meeting in Geneva hosted by the UN high commissioner for refugees on humanitarian assistance for victims of conflict in the former Yugoslavia. Accompanying him were PRISCILLA A. CLAPP, senior deputy assistant secretary for refugee admissions; ALBERT A. THIBAUT JR., director, Office of European, Near Eastern and Latin American Refugee Assistance; and CHRISTOPHER B. KLUBER.

Mr. Zimmermann, accompanied by Ms. Clapp, met in New York with members of Inter-Action, the New York Association for New Americans and officials of the United Israel Appeal ... He visited refugee camps in Kenya and Malawi and met with government and international organization officials in London and Geneva ... He, Ms. Clapp and MICHELE KLEIN-SOLOMON from the Legal Adviser's Office, attended the informal consultations on European and North American migration ... Mr. Zimmermann, Ms. Clapp and BRUNSON MCKINNEY, deputy assistant secretary for management, met with IAN SIMINGTON, Australian Department of Immigration, Local Government and Ethnic Affairs, to discuss refugee issues ... Ms. Clapp attended a conference in Berlin, Germany, on East-West migration. She and Ms. Klein-Solomon attended the trilateral

negotiations in Ixtapa, Mexico.

SARAH E. MOTEN, deputy assistant secretary for international refugee assistance, was a member of the U.S. delegation to the Tokyo conference for Cambodian rehabilitation and reconstruction ... She met in New York with the American Committee on Africa, Lutheran World Relief and South African National Coordinating Committee for the Repatriation of South African Exiles ... She accompanied Mr. Zimmermann for the Kenya portion of the trip, then proceeded to Ethiopia, Djibouti and Yemen to review refugee issues in those countries.

DOUGLAS R. HUNTER, director, Office of Program and Budget Coordination, and MARGARET J. MCKELVEY, director, Office of African Refugee Assistance, monitored U.S.-funded refugee assistance activities in West Africa, and consulted with refugee and migration officials in Geneva, Switzerland ... Ms. McKelvey stopped in Atlanta to give a presentation, sponsored by the Center for Disease Control, at a refugee health course at Emory University, Atlanta ... THERESA L. RUSCH, director, Office of Refugee Admissions and Processing, consulted with Embassies Riyadh and Islamabad on refugee processing ... JAMES F. LAWRENCE, executive director, and Ms. Rusch reviewed program and administrative operations in Port-au-Prince, Haiti ... ANN MORGAN, director, Office of Refugee Training, with EDWARD W. GEIBEL and ANITA E. EXUM, attended a meeting with other English-as-a-second-language and cultural orientation implementing agencies and their liaison committee in Boston.

JUDITH J. CHAVCHAVADZE, deputy director, Office of European, Near Eastern and Latin American Refugee Assistance, evaluated the refugee situation in Croatia, Bosnia and Macedonia, and consulted in Stuttgart ... NDA-TINDA RUDASINGWA, director, Rwandan Patriotic Funds for International Relations in Africa, met with Ms. McKelvey to discuss Rwandan refugees ... PAUL D. BIRDSALL, program officer, Office of African Refugee Assistance, briefed representatives of southern Africa Red Cross societies in Baltimore ... WILLIAM D. FLEMING, program officer, Office of Asian Refugee Assistance, monitored the situation, in Southeast Asia, of returnees under the voluntary repatriation program, and performed a needs assessment of nongovernmental organization reintegration projects ... LOUIS MAZEL, program officer, Office of Asian Refugee Assistance, represented the Department at a forum on Indochina in Stony Brook, N.Y. ... JAMES P. de HART and MARY M. LANGE attended the presidential management intern mid-program conference in Williamsburg, Va. ... CARL B. HARRIS, program officer, is providing assistance to the refugee office in Khartoum, Sudan.

Visiting the bureau were CHARLES TWINING (director, U.S. liaison office, Phnom Penh), ALLAN JURY (refugee counselor, U.S. mission, Geneva), CARYL COURTNEY (refugee coordinator, Islamabad), and ELLEN GOFF (director, Orderly Departure Program, Bangkok). ■

# Letters to the Editor

—(Continued from Page 1)

## Great for grandparents

WASHINGTON

DEAR EDITOR:

Your June issue lists three advantages of Stu Kennedy's oral history program (page 43). I would like to cite a fourth benefit, a personal one.

Many retired Foreign Service officers have had sufficiently interesting careers to think maybe there are some book possibilities. While we wonder whether anyone would have the money or patience to buy and read the book, we assume that at least our children and grandchildren would like to know what interesting things happened to us. Properly skeptical of finding a publisher, we dismiss the book idea. Along comes our friend Stu Kennedy. Stu is an excellent interviewer (he could take over when Larry King goes on vacation). What emerges is a colorful transcript of an entire career. I am delighted to have mine, and will spread copies around in the family liberally. It's good to know that if any of them are the least bit interested, the material is there.

Sincerely,

RICHARD E. JOHNSON □

## Keep up the refrain

WASHINGTON

DEAR EDITOR:

I have learned that you are planning on ending your reviews of the lunchtime concerts that take place here in the Department. I have enjoyed reading these reviews, especially since I often miss the concerts. The concerts I have attended have been excellent and leave me reinvigorated for an afternoon's work. I think you would be doing a service to State's employees to bring the concerts to the attention of more of us rather than ending what coverage you do give them. I hope you will reconsider your decision.

Sincerely,

SUSAN M. WAGNER  
Bureau of Intelligence and Research □

## Anapestic Assignments

By Ellabeth Abercrombie  
(With apologies to ebp)

There was a person assigned to Chiang  
Mai

Who, being intrigued with ev'rything Thai,  
Was delighted to go to the Far  
East.

For, as she said: "There, at least  
I'll have the island of Hong Kong  
nearby." □

## Beetle's buddy

FRANKFURT, GERMANY

DEAR EDITOR:

How dare Dan Traub sling mud at poor ol' "Sarge" Snorkle and Beetle Bailey (Letters to the editor, May). Doesn't he know what cartoon characters are, or has a lifetime in the Foreign Service completely destroyed this poor man's



sense of humor? (I hope he isn't taking a "disguised dig" at U.S. savings bonds, too.)

As a former dull-witted, lazy, unkempt (but loveable) P.F.C. (private first-class) myself, I am enraged at Dan Traub's outrage.

Sincerely,

AL KREHBIEL □

## But you'd need a ferryboat

WASHINGTON

DEAR EDITOR:

The following limerick (without apologies to ebp) is in support of Judith D'Amico's letter to the editor in the June issue ("Jet-age jitters"):

In order to fly to Dakar  
We send assigned diplomats far.

They go out of their way  
Just to "Fly U.S.A."

It'd be faster to get there by car.

Sincerely,

ERIC FARNSWORTH  
Panama desk □

## Anapestic Assignments

By ebp

There was a person assigned to Quito  
Who asked PER for the right of a veto,

For his knowledge of Spanish  
In moments of stress would vanish.  
He wouldn't know what he said "si" to. □

## If you're mature

WASHINGTON

DEAR EDITOR:

As someone who entered the Foreign Service as a junior officer past the age of 50 I have long been interested in learning how my mature colleagues who entered under similar circumstances have fared. I am on the brink of retirement having reached the mandatory age. I would welcome hearing from this group in order to conduct a survey which might be useful to us and the Department. Please send your name, address and telephone numbers to me, c/o Jacobson, 268 Berkeley Place, Brooklyn, N.Y. 11217.

Sincerely,

SALLY L. LINDOVER □

## Morocco memories

CLEARWATER, FLA.

DEAR EDITOR:

The Moroccan Reunion Association is composed of former Government and commercial employees who served in that country. We are planning a reunion next year in Albuquerque. For information call (813) 796-8807 or write to 1622 El Tair Trail, Clearwater 34625-1815.

Sincerely,

TOM BENNETT ■

## Yes, we have no lobsters

Following is the text of an exchange between a reporter and deputy Department spokesman Richard Boucher, at State's June 19 daily press briefing:

Q—I was going to ask you what a lobster lunch costs in the Executive Dining Room. The story about taxpayers paying for executives in the Government, although they weren't pointing to the State Department.

A—I don't know who they're talking about. We pay for our lunches here.

Q—Well, executive—nothing that you or I could get into—the Executive Dining—

A—The eighth floor, when I eat up there, I pay. When the Secretary eats up there with his staff, they pay.

Q—Does he pay more than \$4.75 for a lobster lunch?

A—I've never seen lobster up there, Barry—either alive or dead.

Q—Thank you. □

## Not a joke

The U.S. embassy newsletter N'Djamena N'Djottings touts itself on its masthead as "Chad's leading English language newspaper." □

## Honors and Awards



**COPENHAGEN, Denmark**—At awards presentation, from left: *Ellen Mortensen, Lilli Zilstorff, Inger Toksvig, Aase Lawsen, Amba-*

*sador Richard B. Stone, Jonna Hyldebrandt, Karen Kirk Sorensen, Kirsten Maharaj, Ole Olivarius.*



**OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS**—Deputy Assistant Secretary *Richard Smith* presents Meritorious Honor Award to *Sharon Stanley* for her contributions as executive director of the bureau.



**SANTIAGO, Chile**—At award ceremony in this nation on the Pacific Ocean coast of

South America, left to right: Ambassador *Curtis W. Kamman, Joan Sallis, Fanny*

*Torres, Antonio Bacigalupo, Ricardo Villalobos.* ■

## Obituaries

**Jose de Armas**, 90, a retired freight traffic specialist at the New York Despatch Agency, part of the Bureau of Administration, died of a heart attack in Miami on July 2.



**Mr. de Armas** began his 29-year tenure at the agency as an assistant clerk in 1943. He became senior clerk later that year. In 1955 he became a clerk-translator, processing consular and commercial invoices in the agency's export department. He was promoted to supervisory documents officer in 1958. He became a freight traffic specialist in 1963, his position when he retired in 1972.

Mr. de Armas was born in San Juan on April 15, 1902. Before State, he was a steamship clerk and worked for the Work Progress Administration and the War Department. He leaves his son, Joseph M. De Armas Jr. of Miami, three daughters, 10 grandchildren and five great-grandchildren. □

**Carol A. Brown**, 46, a personnel management specialist in the Bureau of African Affairs, died of cancer at Columbia Hospital for Women in Washington on July 17.



**Ms. Brown** began her career in 1965 as a clerk-stenographer in the Office of German Affairs. In 1966 she left State to work for the Treasury Department and the District of Columbia Department of Corrections. She returned in 1974 as a secretary in the Office of Canadian Affairs. She was assigned to the Office of Northern European Affairs, 1975-76, then the Office of the Under Secretary for Economic Affairs, 1976-79. In 1979 she became a secretary in the Office of Current Analysis, Bureau of Intelligence and Research. She became an administrative intern in the Bureau of Personnel in 1984, where she was promoted to position classification specialist the following year. Next, she was a personnel management specialist in the executive office of the Bureau of Intelligence and Research, 1985-86, and the Office of Career Development and Assignments, Bureau of Personnel, 1986-88. In

1988 she became a management analyst at the Foreign Service Institute. She joined the staff of the executive office of the Bureau of African Affairs in 1989, becoming supervisory management specialist there in 1990. She earned a Meritorious Honor Award, a cash award and a performance award.

Ms. Brown was born in Washington on December 20, 1945. She studied psychology at the University of the District of Columbia, 1970-71. A memorial service attended by her coworkers was held at Ebenezer Methodist Church in Ft. Washington, Md., on July 21. She leaves her husband, John Brown of Oxon Hill, Md., her mother, a daughter and a son. □

**Charles W. Bowles**, 78, a retired supervisory investigator, died of heart failure in Sacramento on May 10.

Mr. Bowles began his career at State as a special agent in the old Office of Security in 1945. In 1950 he became agent-in-charge of the Atlanta office. He held a similar position in Philadelphia, 1954-57. In 1957 he became supervisory investigator in Seattle, a position he held until his retirement in 1965.

Mr. Bowles was born in Kentucky on January 24, 1914. He earned a bachelor's from Benjamin Franklin and a law degree from Columbus, now Catholic University. Before State, he worked for the Department of Agriculture, Internal Revenue Service and Civil Service Commission. He leaves his wife of 51 years, Jean F. Bowles of Fair Oaks, Calif., and two sons. □

**Martha E. Carbone**, 84, mother of retired Foreign Service officer Martha C. Carbone, died in Seattle on May 24. Beginning in 1958, she accompanied her daughter on assignments to Quito, Palo Alto, Barcelona, Lima, Port-au-Prince, Asuncion, Perth and Brasilia. In addition to her daughter, of Portland, Ore., she leaves another daughter there, Natalina, three grandchildren and two great-grandchildren. □

**Peter Rodger Chase**, 70, a retired Foreign Service officer, died in Rockport, Mass., on July 10.

Mr. Chase began his career at the Department as a research analyst in 1946. He joined the Service the following year and was assigned to Rabat. After a consular assignment in Port Elizabeth, he became political officer in Tripoli in 1952. He was posted to Cairo in 1957. After assignments as an intelligence research specialist and international relations officer in Washington, he went to Khartoum in 1961. He

was political officer in Algiers, 1963-66. He served as a management analyst at the Department before retiring in 1968.

Mr. Chase was born in Boston on February 15, 1922. He earned a bachelor's from Harvard. He worked for the Lend-Lease Administration during World War II. After State, he was a foreign affairs adviser at Mobil Oil before retiring again in 1986. He leaves his wife of 49 years, the former Caroline C. Cross of Concord, N.H., three daughters, a son, a brother and three grandchildren. □

**Francis Joseph Donnelly**, 68, a former deputy executive director of the Bureau of International Organization Affairs, died at George Washington University Hospital in Washington on May 14.



Mr. Donnelly began his career at State as an accountant in 1960. He became a supervisory budget officer in International Organization Affairs in 1965, and an administrative officer in the executive office in 1970. He was named deputy executive director in 1973. He retired in 1979.

Mr. Donnelly was born in Washington on January 31, 1924. He attended George Washington. During World War II he served with the Navy in the Atlantic, Pacific and Mediterranean. He was active in veterans groups and had been a past commander of the State Department post of the American Legion, and an international affairs adviser to the Legion's national commander. Before State, he worked for the Army and Navy Departments. He leaves his wife, Donna Donnelly of Alexandria, Va., and a son. □

**Ernest Harlan Fisk**, 86, a retired Foreign Service officer, died of cancer in Oberlin, O., on May 21.

Mr. Fisk joined the Service in 1946 and went to New Delhi as assistant public affairs officer later that year. After an assignment in the Department, he became consul general and principal officer in Lahore in 1953. He was assigned to Washington in 1957, then to Kathmandu as deputy chief of mission in 1959. He served as public affairs adviser for the Bureau of Near Eastern and South Asian affairs before retiring in 1965.

Mr. Fisk was born in Fargo, N.D., on

January 8, 1906. He received a bachelor's from Oberlin. Before State, he worked as a reporter and editor for 23 years in Ohio. He leaves his wife, Mary Fisk of Oberlin, and a nephew. □

**Elena Delgado Dur**, 77, wife of retired Foreign Service officer Philip F. Dur, died in Lafayette, La., on March 25.



Ms. Dur

Beginning in 1948, Ms. Dur had accompanied her husband on overseas postings to Lyon, Bremen, Colon, Yokohama and Nagoya. She established a lending library at the City Hospital of Nagoya which became a model for other hospital libraries in Japan, and she was invited to return to the city by the International Ladies Club after her husband's retirement.

Ms. Dur was a native of Camaguey, Cuba, who became a U.S. citizen in 1944. In addition to her husband of 49 years, she leaves three daughters, three sons, two sisters and 18 grandchildren. □

**Fritz Frauchiger**, 87, a former linguist at the State Department, died of heart failure at Tallahassee Memorial Regional Medical Center in Florida on June 18.



Mr. Frauchiger

Mr. Frauchiger began his career at the Department as a linguistics professor at the Foreign Service Institute in 1949. He became director of the institute's French language school in Nice in 1957. He was regional language supervisor in Frankfurt, 1960, and supervisory instructor at the Arab language school in Beirut, 1960-63. In 1963 he became an assistant dean at the Foreign Service Institute. He served as regional language supervisor in Paris before retiring in 1969.

Mr. Frauchiger was born in Switzerland on December 26, 1904. He came to the United States in 1925. He earned a master's in German from the University of California at Los Angeles and a doctorate from the University of Chicago. Before State, he taught at the Universities of California, Chicago, Oklahoma, Colorado College and

Columbia. After State, he taught German and French at Stetson University in De Land, Fla. He leaves his wife, Lois Frauchiger of De Land, two daughters, a son and five grandchildren. □

**Raymond E. Griffin Jr.**, 70, a retired budget analyst at State, died in Rehoboth, Del., on June 28.

Mr. Griffin began his career at State as a clerk in 1951. He became a records analyst in the Visa Office in 1954, and an administrative assistant there in 1956. In 1961 he was promoted to budget analyst in the old Division of Financial Management. He joined the staff of the Bureau of Administration's executive office in 1963. He retired in 1976.

Mr. Griffin was born in Detroit on June 4, 1922. He attended Benjamin Franklin University and the University of Maryland. During World War II he served as a Marine sergeant in the South Pacific. Before State, he worked for the War Department, U.S. Postal Service and Veterans Administration. He leaves his wife, Elizabeth Quirk Griffin of Rehoboth, three daughters, a son and nine grandchildren. □

**Eugene J. Hennigan**, 78, a retired communications specialist for the Department of State, died of cancer at the Hospice of Northern Virginia on July 14.



Mr. Hennigan

Mr. Hennigan began his career at State as a clerk in 1942. He became a communications analyst in 1946. He was a mail and file supervisor, 1951-57. In 1957 he became a management analyst. He served as a supervisory records and communications specialist before retiring in 1973.

Mr. Hennigan was born in Dunmore, Pa., on January 13, 1917. He received a bachelor's from East Stroudsburg College. During World War II, he served in the Army in the South Pacific, earning four Bronze Stars. He leaves his wife of 49 years, Elizabeth Hennigan of Alexandria, Va., four daughters, a son, two brothers and a grandchild. □

**Elvira L. Lawyer**, 86, who was a retired Foreign Service officer, died at Carriage Hill Nursing Home in Bethesda, Md., on July 31.

Ms. Lawyer joined the Service in 1942

and went to Lima as a clerk later that year. She was an administrative assistant at the post, 1947-50. After an assignment in the Department, she was posted to Rangoon in 1954. In 1956 she became vice consul in Managua. She served as an employee development officer in the Bureau of Personnel before retiring in 1964.

Ms. Lawyer was born to American parents in Manila on May 31, 1906. She leaves a daughter, Janis Knorr of Washington, a half-sister and two grandchildren. □

**Geoffrey W. Lewis**, 82, a former ambassador to Mauritania, in West Africa, and the Central African Republic, died in Rockland, Me., on August 1.



Mr. Lewis (1965)

Mr. Lewis began his career at the Department as a foreign affairs specialist in 1946. He became acting director of the Office of German Affairs in 1953. He joined the Foreign Service in 1956, becoming political officer in Karachi later that year. He was assigned to the U.S. mission to Nato, 1958-61. In 1961 he became consul general in Paris. After serving as deputy chief of mission in Amman, he was named ambassador to Mauritania in 1965. He became ambassador to the Central African Republic before retiring in 1970.

Mr. Lewis was born in Brookline, Mass., on May 20, 1910. He received a bachelor's from Harvard and attended Cambridge. He served as a lieutenant colonel in the Army in Europe during World War II. Before State, he was a school headmaster in Massachusetts and an assistant dean at Harvard. He leaves his wife, the former Elizabeth Locke of Cushing, Me., a daughter, a son, a sister, a brother, six grandchildren and a great-grandchild. □

**Olga MacGowan**, 83, widow of retired Foreign Service officer Basil Finis MacGowan, died in Calafell, Spain, on April 17. She had accompanied him on overseas assignments to Nice, Monaco, Hamilton, Belgrade, Lima, Cairo, New Delhi, Brussels and Barcelona, where her husband served as consul general before retiring in 1961.

Ms. MacGowan was born in Finland on October 3, 1908. She was buried beside her husband at Montjuic Cemetery in Bar-

celona. Her survivors include a niece, Sara C. Flatau of Sherman, Conn. □

**Charles H. (Chuck) Morris Jr.**, 49, a Foreign Service officer scheduled to begin a tour as principal officer in Chiang Mai last month, died in Washington on July 20. He



Mr. Morris

was the husband of Greta N. Morris, a Foreign Service officer at U.S.I.A. Mr. Morris began his career in the Service in 1974. After an assignment as an analyst in the Bureau of Intelligence and Research, he went to Surabaya as economic and commercial officer in 1976. He was political officer in Jakarta, 1978-80, and economic and commercial officer in Nairobi, 1980-84. After an assignment in the Bureau of East Asian and Pacific Affairs, he became deputy chief of mission in Kampala in 1986. Next, he attended National Defense University, then became a legislative management officer in the Office of Legislative Affairs in 1989. At the time of his death, he had recently completed Thai language training at the Foreign Service Institute. He held the Meritorious Service Award.

Mr. Morris was born in Chicago on May 26, 1943. He earned a bachelor's from Baylor and pursued doctoral studies at Claremont. Before State, he was a teacher in Malaysia, a lecturer at Loyola and a missile crew commander in the Air Force. A memorial service attended by his coworkers was held at National Cathedral in Washington on July 27. □

**Robert Frederick Packard**, 72, a retired director of the Office of Space and Atmospheric Affairs, died of emphysema and Alzheimer's disease at a nursing home in Falls Church, Va., on July 21.

Mr. Packard began his career at State as an intelligence analyst in 1946. After serving as a division chief in the Bureau of Intelligence and Research, he joined the Policy Planning Staff in 1961. He became chief of the outer space section in the Office of Atomic Energy and Outer Space Affairs the following year. He was named director for outer space affairs in 1967, a position he held until his retirement in 1972. He held the Superior Honor Award.

Mr. Packard was born in New Jersey on October 26, 1919. He received a bach-

elor's from Amherst. He served in the Army Signal Corps during World War II. After State, he tutored learning-disabled children and did volunteer work for United Way and the Visiting Nurse Association. He leaves his wife of 49 years, Jane Gold Packard of Arlington, Va., two daughters and two grandchildren. □

**Judith Grapperhaus Navez**, 52, a former secretary at State and wife of retired Foreign Service officer Andre J. Navez, died of lung cancer in Hopkinton, Mass., on June 19. She had accompanied her husband on overseas postings to Bukavu, N'Djamena, Brussels, Addis Ababa and Djibouti.

Ms. Navez was a native of Ohio and grew up in Selbyville, Del. She attended Miami University of Ohio. Before her marriage, she worked as a secretary in the Executive Secretariat, then at A.I.D.'s executive secretariat and mission in Laos. In addition to her husband of Hopkinton, she leaves a half-sister and two brothers. □

**Robert Alexander Peck**, 54, a retired Foreign Service officer, died at George Washington University Hospital in Washington on July 27.

Mr. Peck joined the Service in 1965 and was assigned to Kabul the following year. After a posting to Nicosia, he became political officer in Moscow in 1970. He was assigned to the Bureaus of Near Eastern and East Asian Affairs, 1973-76, and International Organization Affairs, 1976-78. In 1978 he became political officer in Ankara. Next, he was a country director in the Bureau of Near Eastern and East Asian Affairs, 1979-82, and an office director in the Bureau of European and Canadian Affairs, 1983-84. In 1984 he became deputy assistant secretary for Near Eastern and East Asian affairs. He served as deputy director for management operations before retiring in 1989. He held two Superior Honor Awards and the John Jacob Rogers Award.

Mr. Peck was born in Joliet, Ill., on July 12, 1938. He received a bachelor's from Dartmouth. He served in the Army. His survivors include two brothers, William A. Peck of Ventura, Calif., and Charles F. Peck of Metairie, La. □

**Artis E. Person**, 63, a retired Foreign Service specialist, died of cancer at the Muskogee Regional Medical Center in Muskogee, Okla., on January 20, STATE has learned.

Ms. Person joined the Foreign Service

in 1953 and was assigned to Bonn later that year. She held other assignments as a communicator in Tehran, Valletta, Dakar, Mogadishu, London and Tegucigalpa before retiring in 1982. She received the Meritorious Honor Award.

Ms. Person was born in Mankato, Minn., on June 29, 1927. She served in the Navy during the Korean war and worked for the Central Intelligence Agency before. She leaves her mother, Alma Person, of Mankato, a sister, a brother, a sister-in-law and five nieces. □

**Ernest O. Pederson**, 84, a retired Foreign Service officer, died in Springfield, Mass., on January 8, STATE has learned.

Mr. Pederson began his career in the



Mr. Pederson (1960)

Department as a foreign affairs analyst in 1949. He became an intelligence research analyst the following year. In 1956 he joined the Foreign Service. He served as vice consul in Goteborg, 1957-59. After an assignment as consular officer in Winnepeg, he retired in 1963.

Mr. Pederson was born in Berlin, N.H., on April 3, 1907. He was graduated from the University of New Hampshire. A member of the Ski Hall of Fame, he was in an Army ski unit that fought battles in the North Appenines and Po Valley in World War II. He leaves his wife, the former Edith S. Lawton of West Springfield, two daughters, a son, a brother, nine grandchildren and eight great-grandchildren. □

**Hilding A. Peterson**, 72, a retired Foreign Service officer, died at Sibley Memorial Hospital in Washington on May 26.

Mr. Peterson joined the Service in 1950. After an assignment as an organization and methods examiner in Frankfurt, he went to Athens as general services officer in 1951. He was administrative officer in Accra, 1957-59, then taught at the Foreign Service Institute, 1959-61. In 1961 he was detailed to the Department of Commerce as an international economist. He was commercial officer in Rotterdam, 1963-66, and economic and commercial officer in Toronto, 1968-73. After a final posting to Munich, he retired in 1976.

Mr. Peterson was born in Brainerd, Minn., on November 3, 1919. He received a bachelor's from the University of Min-

nesota. He served as an Army captain in Europe during World War II. His survivors include his wife, Charlotte Peterson of Washington. □

**Cecil A. Pope**, 56, a communications manager in the Bureau of Diplomatic Security and fiancé of Carol McFeeters, a program analyst in that bureau, died of cancer in Murfreesboro, Tenn., on June 4.



Mr. Pope

Mr. Pope began his career at State in 1961 as a teletypist in the Bureau of Intelligence and Research. He became a supervisory teletypist in the communications control unit in 1967. After working for the U.S. Postal Service in Nashville, 1968-70, he returned to the bureau, where he became a communications supervisor in the teletype branch in 1975. He was promoted to communications manager in the Bureau of Diplomatic Security's telecommunications operation branch in 1985, a position he held until his death. He had received a performance award and a Meritorious Service Award.

Mr. Pope was born in Rutherford County, Tenn., on March 17, 1936. He studied accounting at McFall Business College. He served in the Air Force, 1956-59. A memorial service was held for him at Woodfin Memorial Chapel in Murfreesboro on June 6. In addition to his fiancée, he leaves his mother, Mrs. Willie Belle Pope of Murfreesboro, two sons, a sister, a brother, and three grandchildren. □

**Lois Gammon Schadler**, 62, widow of John Allen Schadler, a former physician at State, died of breast cancer in Santa Fe on June 13. She had accompanied her husband on postings to Tunis, La Paz, Beirut, Dhaka and Moscow. Earlier, she accompanied him on a medical assignment with the Peace Corps in Ethiopia. She was a native of Covington, Ky., who worked as a secretary in Cincinnati before her marriage. She leaves two daughters, three sons, two sisters, two brothers and 10 grandchildren. □

**William E. Simkin**, 85, a Federal labor mediator and private arbitrator who served as the first chairman of the Foreign Service Grievance Board, died in Haverford, Pa., on March 5. He was the longest-

serving director of the Federal Mediation and Conciliation Service, 1960-69. He was called from retirement to set up the foreign affairs grievance system in 1971. He leaves his wife, the former Ruth Commons, two sons, a brother, six grandchildren and three great-grandchildren. □

**Helen D. Spurrier**, 66, a retired Foreign Service specialist, died in Bremerton, Wash., on May 21.

Ms. Spurrier joined the Service in 1957 and was assigned to Beirut later that year. After a posting to Frankfurt, she became communications and records supervisor in Lagos in 1962. She went to Rangoon in 1964. Next, she was communications and records officer in Kuala Lumpur, 1966-69, and Tokyo, 1969-72. She was a communications specialist in Washington, 1972-76. In 1976 she was posted to Vientiane. After a final assignment in the Department, she retired in 1977.

Ms. Spurrier was born in Los Angeles on August 5, 1925. She attended Redlands University and received a bachelor's from the University of California at Los Angeles. Before State, she worked for 10 years in the banking industry. Her survivors include a cousin, Charles J. Ponti of Westminster, Calif. Her family suggests contributions to the Progressive Animal Welfare Society, P.O. Box B, Bremerton, Wash. 98312. □

**John F. Stevens**, 78, father of Foreign Service officer Sandra A. Stevens, died in Melbourne on July 27.

Mr. Stevens, a widower, had accompanied his daughter on overseas postings to Panama City, 1985-87, Kingston, 1987-89, and Melbourne, where Ms. Stevens is chief of the consular section.

He was a native of Massachusetts who worked for the Raytheon Corp. before joining his daughter overseas. In retirement, he was involved in animal rights protection efforts. In addition to his daughter, he leaves a sister and two brothers. □



Mr. Stevens

**William L. Thorp**, 92, an economist who held diplomatic posts under three Presidents, died in Pelham, Mass., on May 10.

As President Truman's assistant secretary for economic affairs, Mr. Thorp helped draft the Marshall Plan to rebuild Europe

after World War II. Earlier, he had represented the United States at the General Agreement on Tariffs and Trade talks in Geneva, and at the Paris Peace Conference. He served as alternate delegate to the UN General Assembly, where he sat next to Eleanor Roosevelt and John Foster Dulles. Later, he was recalled from a teaching career to head a UN mission to Cyprus, after the British withdrew from the island in 1960. For President Kennedy, he headed an economic mission to Bolivia in 1961, while serving four years as chairman of the Development Assistance Committee in Paris, a coalition of countries providing foreign aid.

Mr. Thorp was born in Oswego, N.Y., on May 24, 1899. He served as an Army lieutenant during World War I. He earned a bachelor's from Amherst, a master's from the University of Michigan and a doctorate from Columbia. Before assuming his diplomatic roles, he headed the National Recovery Administration during the 1930s and worked as an economist at Dun & Bradstreet. In addition, he served on the faculty at Amherst from 1927 until his retirement in 1965. He was also a trustee at Brandeis and taught economics at four other institutions. In retirement he headed the Pelham finance committee and served as the town's treasurer until 1990. He leaves his wife, the former Clarice Browns, two daughters, a sister and seven grandchildren. □

**G. W. Nicholas Thorne**, 71, a retired Foreign Service officer, died of complications of lymphoma in Manila on May 28.

Mr. Thorne joined the Service in 1962 and became administrative officer in Panama City, 1962-63, and administrative officer in Bamako later that year. He was administrative officer in Vientiane, 1964-66. He was provincial representative, then political officer, in Saigon, 1967-69. He earned a Superior Honor Award for his efforts there. In 1969



Mr. Thorne

he became administrative counselor in Bangkok. He was consul and administrative counselor in Addis Ababa, 1971-74. He received a presidential citation for heading an interagency task force for Indochinese refugees at Camp Pendleton, Calif., in 1975. After an assignment as a Foreign Service inspector, he served as the first director of the Sinai Field Mission, 1975-77. He retired in 1980 as refugee



coordinator and administrative counselor in Manila, shortly after a three-month stint in Washington to direct resettlement of Cuban and Haitian refugees.

Mr. Thorne was born in Poland on September 21, 1920. He received a bachelor's from Yale. Before State, he served 20 years in the Marines, retiring as a lieutenant colonel in 1962. He fought in the Pacific during World War II and in the Korean war. He received a Bronze Star, Air Medal and Legion of Merit for his military service. After leaving the Department, he worked as a regional assessment officer at the Asia Development Bank until 1987. He leaves his wife, Fay A. Thorne of Manila, who may be contacted in care of the personnel officer at Embassy Manila, APO AA 06440; his mother, a daughter and a son. □

**Don R. Torrey**, 76, a retired Foreign Service officer, died of a liver ailment in Auburn, N.Y., on April 27.

Mr. Torrey joined the Service in 1951 and went to Palermo later that year. He became information officer in Rome in 1954. He was posted to Beirut, 1956-58. After an assignment in Washington, he became public affairs officer in La Paz in 1962. He went to Reykjavik in 1964. Next, he was an area personnel officer, then chief of the Recruitment Source Development Division, 1967-69. After serving as a special assistant in the Bureau of Public Affairs, he retired in 1972.

Mr. Torrey was born in Syracuse on November 8, 1915. He held a bachelor's from Syracuse and a master's from Columbia. He was a Fulbright scholar in Milan and studied voice with the LaScala Opera. He served as an Army major in India during World War II. After State, he performed volunteer work and worked as a substitute teacher in Auburn. He leaves his wife, Debbie VanPelt Torrey of Auburn, a daughter, a son and four grandsons. ■

## Here are the facts

(See Page 29)

—The "Princess Ball" was an event sponsored by the recreation association at the Department from 1960 to 1967, which featured over 30 "princesses" each year from State and other foreign affairs agencies who competed for the title of "queen." The contestants were nominated by their bureaus and feted at dances in their honor at hotels in Washington.

—Helsinki, Finland, according to the post report.

—Rekjavik, Iceland, is the most northern, Wellington, New Zealand, the most southern.

—Deane Hinton, ambassador to Panama, is the father of Deborah, Christopher, Joe, Joanna, Veronica, Deane Patrick, Pedro, Guillermo, Miren, Maria Louisa, Juan Jose and Sebastian. □



BEIRUT, Lebanon—Ambassador Ryan C. Crocker dedicates a memorial plaque and garden honoring the 57 embassy employees

who died in the 1983 and 1984 bombings of the embassy. The memorial was paid for by staff contributions. Behind him are Christine

Crocker, secretary, and Vincent Battle, deputy chief of mission.

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### Novel by Harry Jones

Harry Jones, now consul general in Santo Domingo, has written a novel about Israel, where he served earlier, "Shadow in a Weary Land." The book is available for \$21.95 from Permanent Press, Sag Harbor, N.Y. 11963. □

# SUPERC RAT

by CHIPBECK ©1992

SUPERC RAT RETURNS FROM THE WAR IN RATAN...



IT'S GOOD TO BE BACK "HOME"...THE HOME OFFICE THAT IS.



MISS BEHAVEN, CALL A STAFF MEETING... I WANT EVERYONE IN MY OFFICE IN TEN MINUTES...



"10 MINUTES!" HA! TRY 10 HOURS!



10 HOURS! WHAT ARE YOU TALKING ABOUT?



WHILE YOU WERE GONE, THE DEPARTMENT REARRANGED OUR OFFICE...

THE CHIEF OF STAFF IS IN ANNEX 6 IN ROSSLYN...

YOUNG TURK IS IN ANNEX 20 IN NORTHWEST DC.



THE CLERKS ARE IN CRYSTAL CITY...

THE ANALYSTS IN ANNEX 99 AT BOLLING AIR FORCE BASE... AND THE STENO POOL IS ON MARS OR SOMETHING...

I KNEW WE ARE A WORLDWIDE ORGANIZATION, BUT I DIDN'T THINK THAT APPLIED DIRECTLY TO MY OFFICE...



**Department of State, U.S.A.  
Bureau of Personnel  
Washington, D.C. 20520**

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